

**Proposed Readoption with Amendments of N.J.A.C. 6A:9B,  
State Board of Examiners and Certification**

The following is the accessible version of the proposed readoption with amendments of N.J.A.C. 6A:9B. 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:** State Board of Examiners and Certification      **Meeting Date:** April 5, 2023

**Code Citation:** N.J.A.C. 6A:9B      **Level:** Adoption

**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 of Education's (Department) responses. Each commenter is identified at the end of the comment by a letter or number that corresponds to the following list:

- A. Mary Beth Berry, Member, State Board of Education
- B. Dr. Joseph Ricca Jr., Member, State Board of Education
- 1. Jonathan Pushman, Director of Governmental Relations, New Jersey School Boards Association
- 2. Debra J. Bradley, Esq., Director of Government Relations, New Jersey Principals and Supervisors Association
- 3. Kathleen J. Effner, Lead mathematics teacher, Parsippany High School
- 4. Gregory Murray, Bloomfield School District
- 5. Christine Drevitch, Washington Township School District
- 6. Ann Marie VanSickle, Director of Curriculum and Instruction, Lincoln Park School District
- 7. Michelle Wendt, Vice President, Computer Science Teachers Association of New Jersey (CSTANJ) and Technology Integration Specialist, Southern Regional Institute (SRI) and Education Technology Training Center (ETTC), Stockton University
- 8. Benjamin Isecke, President and Steering Committee member, Computer Science Teachers Association of New Jersey
- 9. Patricia Morreale, Ph.D., Professor and Chair, Department of Computer Science and Technology, Kean University
- 10. Daryl Detrick, Computer science teacher and Director, Computer Science Teachers Association of New Jersey

11. Stacie Ferrara, Ed.D., STEM and physical education supervisor, Neptune Township School District
12. Dr. Gail Verdi, Associate Professor, Coordinator TESOL Alt Route, Professional, and MA Programs, Kean University
13. Jessica Norworth, Mathematics and computer science teacher, Westfield High School
14. Ann-Marie Linz, Teacher, Watchung Hills Regional High School
15. Beth Ann Griller, Teacher, Holmdel School District
16. Regina Nadbielny, STEM teacher
17. Diana Baccash
18. Lisa DeVitis-Lang
19. Jennifer Aschettino, Supervisor of STEAM Integration and Future Ready Programs, North Brunswick Township School District
20. Sharon Spriggs, STEM technology teacher
21. Ann Moyle
22. Christopher Schama, Computer science teacher, Emerson Jr./Sr. High School
23. Laura Burke, Technology teacher, Berlin Township School
24. Renae Borgstrom, Berlin Township School District
25. Haim Cohen, Computer science teacher, East Brunswick High School
26. Alicia Testa, Computer science educator, Princeton Charter School
27. Sumi Hagiwara, Ph.D., Acting Associate Dean for Academic Affairs, College of Education and Human Services, Montclair State University
28. Beth Thomas, School library media specialist
29. Tricina Beebe, School library media specialist, Hainesport Township School District
30. Dina Boero
31. Nathan Henderson-James
32. 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
33. Samantha Kozar, Ed.D, New Jersey City University

34. Elisabeth Yucis, Associate Director, Professional Development and Instructional Issues, New Jersey Education Association
35. Mary Moyer Stubbs, Legislative consultant, New Jersey Association of School Librarians
36. Tamara Carr, School library media specialist
37. Sean P. Fallon, School library media specialist
38. Michelle McGreivey, Mentoring and New Members Committee Chair, New Jersey Association of School Librarians
39. Jackie Burke, Executive Director, New Jersey Council of County Vocational-Technical Schools
40. Melissa Eckstein, District career facilitator, Gateway Regional High School
41. Kathy Stanzione
42. Diane Wisniewski
43. Matthew Konowicz, Director of Instruction, Northern Burlington County Regional School District
44. Brian J. Drelick, Supervisor of STEM, High Point Regional High School
45. Nick Beykirch, Technology education teacher, William Annin Middle School, Bernards Township Public Schools
46. Chris Ireland, Supervisor of Visual and Performing Arts and Related Areas, Hillsborough Township Public Schools
47. Ron Lieberman, Principal, Banyan Elementary School
48. James Dunn, Supervisor of Curriculum and Instruction, Little Ferry Public Schools
49. A. Smith
50. Dave Janosz, Retired supervisor of technology education, Northern Valley Regional High School District
51. Ronald M. Durso, Supervisor of Technology Education, Fairlawn School District
52. Erica DeMichele, K-12 Supervisor of Science, Technology, Engineering, Sustainability and Co-STEM, Delran Township Public Schools
53. Ryan DelGuercio, Supervisor of Technology and Engineering Department/Dean of Students, West Orange High School
54. Kenneth McCarthy, Mathematics and computing teacher, North Arlington High School
55. Donna Montgomery, Middle school computer teacher
56. Jeannine Lanphear

57. Michael Meyer, Superintendent of Schools, Lincoln Park School District
58. Jesse Place
59. Christopher Shamburg, Ed.D., Professor and Coordinator of Doctoral Program in Educational Technology Leadership, Graduate Program in Educational Technology, New Jersey City University
60. Maria Filipe
61. Ellen Miller
62. Jacy L. Lance, Director of Public Affairs. Porzio Governmental Affairs on behalf of New Jersey Speech-Language Hearing Association
63. Danielle Dagounis, Director of Education, School District of the Chathams
64. Guida Faria, Supervisor of Science, Engineering and Gifted and Talented, Scotch Plains-Fanwood School District
65. John P. Pascale, Principal, Mahwah High School
66. Ryan Soule
67. Annamaria Bellino, Supervisor of World Languages, English as a Second Language and Family and Consumer Sciences, Cranford Public Schools
68. Marqueritha Clarke, Supervisor of Mathematics and Computer Science, Cliffside Park School District
69. Jean Public
70. Donna Montgomery, Computer teacher, New Jersey Education Association
71. Jason J. Barr, Dean, College of Education and Human Services, Rider University
72. Alan Gunneson, Teacher of applied technology, Westwood Regional High School
73. Matthew Ducker Duffy, Technology education teacher and Robotics Team advisor, Scotch Plains-Fanwood High School
74. Matt Potter, Technology education teacher, Bunker Hill Middle School, Washington Township School District
75. Laura Kinney, Technology education teacher, Washington Township Public Schools
76. Timothy Zavacki
77. Ryan Riess, Past President. New Jersey Technology and Engineering Association
78. Steven Whalen, Technology education teacher, Washington Township High School

79. Rebecca Rivera, Applied technology and STEM Teacher, Orange Avenue School, Cranford Public School District
80. Mike D'Ostilio, Principal, Bunker Hill Middle School
81. Amber Mariano Davis, Director of State Government Affairs, Code.org
82. Joan Cohen, Former Chairperson, New Jersey Registry for the Interpreters of the Deaf, New Jersey Department of Education; Project Coordinator, Educational Interpreter Professional Development Center (EIPDC); and adjunct professor, Rowan College Burlington County Interpreter Training Program
83. Margaret Renn, College of Education, William Paterson University
84. LaChan Hannon, Ph.D., Director of Teacher Preparation and Innovation, Rutgers University- Newark
85. Ralph Shenefelt, Senior Vice President, Health and Safety Institute
86. Stacey Leftwich, Ph.D., President, New Jersey Association of Colleges for Teacher Education
87. Dr. David Aderhold, Superintendent, West Windsor-Plainsboro Regional School District, and John “Kenyon” Kummings, Superintendent, Wildwood City School District, on behalf of the New Jersey Association of School Administrators’ Recruitment and Retention Committee
88. Sue Young, New Jersey Association of School Business Administrators
89. Rosie Taravella, Regional CEO, American Red Cross of New Jersey
90. Elizabeth Hasner, President, New Jersey Registry for the Interpreters of the Deaf
91. Ellen M. Pozzi, Ph.D, Director, School Library Media Specialist Program, William Patterson University
92. Regina G. Appolon, Princeton Public Affairs Group, on behalf of the New Jersey Counselor Association

1. **Comment:** The commenter requested clarification on the endorsements for structured learning experience (SLE) teacher coordinators and cooperative education coordinator (CEC) and the differences between the two. The commenter used school library media specialists (SLMSs) as an example because an endorsement is required for work-based learning in schools. The commenter asked why the endorsements are required for some areas and not for other areas. The commenter stated that it would be beneficial to bring more people into the workforce to become work-based learning coordinators and questioned why there is not an endorsement specific to that position. **(A)**

**Response:** Many SLEs are supervised by CECs, which school districts often refer to as “work-based learning coordinators.” Regardless of the difference in job title, work-based learning coordinators and CECs perform the same job functions. N.J.A.C 6A:9B-14.19 and 20 authorize existing endorsements for both cooperative education coordinator (CEC) – hazardous occupations and cooperative education coordinator (CEC). The CEC

– hazardous occupations endorsement authorizes the holder to serve as a coordinator supervising career and technical education (CTE) students who are participating in cooperative education experiences in hazardous occupations in accordance with N.J.S.A. 34:2-21, Child labor laws, and N.J.A.C. 6A:8 and 19. This endorsement also authorizes the holder to place and supervise CTE students in school-sponsored cooperative education experiences as part of a CTE program, as well as supervise students participating in any other SLE in any career cluster. The CEC endorsement authorizes the holder to serve as a coordinator supervising CTE students who are participating in cooperative education experiences in non-hazardous occupations in accordance with N.J.S.A. 34:2-21 and N.J.A.C. 6A:8 and 6A:19. This endorsement also permits the holder to supervise students participating in any other non-hazardous SLE in any career cluster.

2. **Comment:** The commenter agreed with the proposed amendments at N.J.A.C 6A:9B-14.19 and 20 related to the CEC – hazardous occupations and the CEC endorsements. The commenter stated that a certified teacher with a couple of years of successful teaching experience can fill the role of CEC with some additional training. The commenter additionally stated that the Department is not looking to increase or change barriers but provide more flexibility because it is very difficult and challenging to identify staff in a school district who would be willing and able to take on this responsibility and role. The commenter also stated that having the appropriate training and experience is important. **(B)**

**Response:** The Department thanks the commenter for the support.

3. **Comment:** The commenter expressed support and appreciation for the following proposals:

- Basic skills requirement at N.J.A.C. 6A:9B-8.3(a)5 and 9A-4.3(d);
- Credentials for the CTE endorsement in regulated occupations at N.J.A.C. 6A:9B-11.3(b)1;
- Clinical practice requirements for interstate reciprocity for add-on endorsement at N.J.A.C. 6A:9B-8.8(a)1i;
- Interstate reciprocity for candidates without recent effective experience at N.J.A.C. 6A:9B-8.8(e);
- Streamlining and broadening degree or coursework requirements for school administrator and principal endorsements at N.J.A.C. 6A:9B-12.4(a)1ii and 12.5(a)1ii;
- CTE substitute credential requirements at N.J.A.C. 6A:9B-7.4(a)1;
- Exempting certificate of eligibility (CE) holders from rules governing approval and appointment of acting administrators at N.J.A.C. 6A:9B-13.1(a);
- Extending the duration of a noncitizen certificate at N.J.A.C. 6A:9B-5.7(a)1i;
- Coursework accepted to meet certificate of eligibility with advanced standing (CEAS) requirements at N.J.A.C. 6A:9B-6.1(b)3; and
- Expanding authorities of bilingual/bicultural education endorsement at N.J.A.C. 6A:9B-9.3(b)1. **(1)**

**Response:** The Department thanks the commenter for the support.

4. **Comment:** The commenter expressed support for N.J.A.C. 6A:9B-8A, which grants flexibilities regarding the grade point average (GPA) requirements to obtain a certificate. The commenter stated that the [limited CE/limited CEAS](#) pilot program will help attract more individuals to become teachers and promote a more diverse teacher workforce. **(69)**

**Response:** The Department thanks the commenter for the support.

5. **Comment:** The commenter expressed support for proposed amendments for the elementary school (K-6) endorsement at N.J.A.C. 6A:9B-10.2. The commenter stated that

requiring an additional major did not prepare educators to teach in elementary school classrooms and negatively impacted the quality of teachers entering the field. The commenter stated that preservice teachers should get more training to teach reading, writing, and mathematics since students are tested in these subjects. **(49)**

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

6. **Comment:** The commenters expressed support for the proposed amendments at N.J.A.C. 6A:9B-14.18, Educational Interpreter. The commenters supported the proposed increase for Educational Interpreter Performance Assessment (EIPA) score to 3.5 from the existing 3.0. The commenters also supported the minimum requirement that candidates must meet one of the following:

- Passage of the EIPA written test and knowledge standards exam;
- A certificate of educational interpreting from an accredited two- or four-year college; or
- Complete 12 semester hour-credits in related content areas. **(66 and 81)**

**Response:** The Department thanks the commenters for the support.

7. **Comment:** The commenter requested changes at N.J.A.C. 6A:9B-4.2(a) to replace "crime or offense" with "criminal offense or unbecoming conduct." The commenter stated that "offense" is too broad and may encompass issues not deemed to be criminal, including issuance of a speeding ticket, minor traffic offense, and other low-level infractions that do not rise to the level of unbecoming conduct. The commenter contended that disclosure of low-level infractions should not jeopardize an educator's certificate and livelihood. The commenter stated that the requested change would align N.J.A.C. 6A:9B-4.2 with other sections of the chapter that reference "criminal offenses or unbecoming conduct." **(2)**

**Response:** The Department disagrees that the term "crime or offense" is too broad and that it needs to be changed to "criminal offense or unbecoming conduct." The Board of Examiners is not restricted to reviewing only criminal-based disclosures, like those contained within N.J.S.A. 2C:1, the New Jersey Code of Criminal Justice. The Board of Examiners review also includes serious offenses contained within motor vehicle laws at N.J.S.A. 39:1-1 et seq, including, but not limited to, driving while intoxicated (N.J.S.A. 39:4-50), driving while in possession of a controlled dangerous substance (N.J.S.A. 39:4-49.1), reckless driving (N.J.S.A. 39:4-96), and similar serious motor vehicle violations with consequences of magnitude that demonstrate a risk to the health, safety, and welfare of students. The proposed amendments at N.J.A.C. 6A:9B-4.2(a) do not require or compel the Board of Examiners to act on a disclosure by a candidate. Rather, the disclosure will ensure that the Board of Examiners can follow up with a candidate on issues of educator conduct that impacts the health, safety, and welfare of students.

8. **Comment:** The commenter requested changes to the proposed amendment at N.J.A.C. 6A:9B-4.2(b) that permits a Board of Examiners designee to review a candidate's criminal history disclosure. The commenter stated that the assignment of a designee to review a criminal history disclosure by candidates for a certificate is a practical necessity and the regulations should include the designee's qualifications to provide the service. **(2)**

**Response:** The Department disagrees that N.J.A.C. 6A:9B-4.2 needs to be amended to include qualification or credentials for the Board of Examiner's designee reviewing criminal history disclosures. Including this level of information in the regulations is overly prescriptive and unnecessary because the Board of Examiners formally reviews any final action against a certificate.



9. **Comment:** The commenter requested the Department delete the proposed amendments at N.J.A.C. 6A:9B-4.3(a)1 that require chief school administrators to disclose to the Board of Examiners all staff suspensions or the placement of staff on administrative leave. The commenter stated that staff can be placed on administrative leave for accusations and, therefore, action against their certificates should await the outcome of a proceeding and not be based upon accusations. (2)  
**Response:** The Department maintains that the proposed amendments at N.J.A.C. 6A:9B-4.3(a)1 are necessary. The proposed amendments do not require or compel the Board of Examiners to act on the chief school administrator's notification. Rather, the notification will ensure that the Board of Examiners can follow up with employing school districts, as appropriate, on issues of educator conduct that impacts the health, safety, and welfare of students.
10. **Comment:** The commenter stated that the reason for the proposed amendment at N.J.A.C. 6A:9B-4.3(a)2 is understandable but opposed the amendment because it may have the unintended impact of limiting schools from securing the services of volunteers. (2)  
**Response:** The Department disagrees that the proposed amendment, which will require a chief school administrator to report the resignation, retirement, or removal of a certificate holder who is accused of criminal offenses or unbecoming conduct and who works in a school building through a third-party vendor or as a volunteer, will reduce the service of volunteers. The proposed amendment is an important safety measure to minimize the risk of an individual seeking employment or access to students in multiple public-school buildings.
11. **Comment:** The commenter indicated support for the proposed amendment at N.J.A.C. 6A:9B-4.3(a)3, which requires the chief school administrator to notify the Board of Examiners when a certificate holder fails to maintain any license, certificate, or authorization that is mandated pursuant to this chapter for the holder to serve in a position, to replace "certificate holder" with "teaching staff member." (2)  
**Response:** The Department appreciates the support.
12. **Comment:** The commenter expressed support for proposed new N.J.A.C. 6A:9B-4.3(c)3, which will require a certificate holder to report to the chief school administrator within seven days of a suspension or revocation of any other license, certificate, or authorization issued to the certificate holder by another state or federal agency or body. (2)  
**Response:** The Department appreciates the support.
13. **Comment:** The commenter expressed support for the proposed amendment at N.J.A.C. 6A:9B-4.5(a)4 to allow for the issuance of an order to show cause if the Board of Examiners receives notice that another state has taken action against a teaching staff member's certificate issued by that state when the teaching staff member also holds a certificate from New Jersey. (2)  
**Response:** The Department appreciates the commenter's support.
14. **Comment:** The commenter expressed support for the proposed amendments at N.J.A.C. 6A:9B-9.3 and 11.10. The commenter stated that the proposed amendments more accurately align the endorsements and the related requirements. The commenter supported the Department's efforts in ensuring that well-trained professionals are providing quality instruction in swimming, diving, and water safety to the students of New Jersey. (89)  
**Response:** The Department thanks the commenter for the support.
15. **Comment:** The commenter stated that many of the barriers to individuals entering the education field are archaic and have created a teacher 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. (87)

**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 and endorsement 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.

16. **Comment:** The commenter opposed the proposed amendment at N.J.A.C. 6A:9B-4.6(b) that will require certificate holders to address each accusation in detail to provide adequate information for the Board of Examiners to decide on the suspension or revocation of a certificate. The commenter stated that the proposed amendment will duplicate existing requirements. The commenter also stated that the proposed amendment may lead to questions as to how specific the denial must be. The commenter further stated that the specific denial to an accusation should suffice, as it does when answering complaints filed in Superior Court. (2)

**Response:** The Department disagrees that requiring certificate holders to provide a specific denial when responding to an order to show cause is duplicative. The proposed amendment clarifies the requirement and expectations for certificate holders when submitting an answer. Further, the proposed amendment at N.J.A.C. 6A:9B-4.6(b) codifies the Board of Examiners' current process to request that all certificate holders provide a specific denial to each numbered paragraph in the order to show cause.

17. **Comment:** The commenter expressed support for the proposed amendments at N.J.A.C. 6A:9B-4.6(e), which will eliminate the requirement to submit 18 copies of all response papers in favor of electronic submissions. (2)

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

18. **Comment:** The commenter expressed concern regarding the potential impact of proposed new N.J.A.C. 6A:9B-4.7(d). The commenter contended that the proposed regulation will permit the Board of Examiners to issue a suspension pending the outcome of a criminal matter and does not address what happens if the underlying criminal proceeding results in a dismissal. The commenter also requested clarification regarding the process when the underlying criminal offense results in a dismissal. (2)

**Response:** If a criminal charge or indictment does not result in a conviction, the Board of Examiners vacates the suspension upon receipt of appropriate documentation indicating dismissal or other adjudication of not guilty. The certificate holder is responsible for notifying the Board of Examiners of the outcome so the appropriate action can be taken.

19. **Comment:** The commenter contended that existing N.J.A.C. 6A:9B promotes over-specialization in particular areas. The commenter stated that previous certificate regulations allowed for more flexibility that permitted teachers with certain certificates to teach in several grade spans and in a broader range of content. The commenter recommended the Department reinstitute, and/or clarify through regulation, that staff members with certain endorsements can appropriately teach a broader range of courses within a defined subject area. The commenter stated that increased flexibilities could free up harder-to-find teachers in certain subject areas, like physics, and can broaden the scope of certain key teachers, like teachers of students with disabilities who are permitted

to cover multiple grade levels and settings in special education. The commenter recommended that the Department explore endorsement areas that may benefit from flexibility as both short- and long-term solutions to chronic teacher shortage areas. (2) **Response:** The Department agrees with the commenter and maintains that the readoption with amendments at N.J.A.C. 6A:9, 9A, 9B, and 9C meet those goals. Proposed new N.J.A.C. 6A:9B-11.9(d) and (e) will add two new middle school with subject-matter specialization endorsements in STEM and humanities. The proposed new endorsements will broaden the existing middle school endorsements and provide more flexibility for school districts in placing educators in middle-grade classrooms.

However, the Department declines the commenter's suggestion to expand grade levels and content areas for certain endorsement areas, as broadening the scope may not be beneficial to students if educators are not appropriately trained in the area in which they will be teaching. Endorsement requirements are based on the specific knowledge and skills necessary to serve in the respective classrooms. Requirements and authorizations that exist for each endorsement area are nuanced and intentional and vary based on the specific subject area and grade level. Proposed amendments at N.J.A.C. 6A:9B-10.4 and 11.13 will create add-on endorsement pathways for mathematics and science to allow certified teachers to gain additional endorsements to expand the content areas they are able to teach.

20. **Comment:** The commenter asked whether proposed new N.J.A.C. 6A:9B-4.7(d) will result in the Board of Examiners publishing the reinstatement of a certificate with the underlying facts if a suspended certificate holder was not convicted of the pending criminal charges. The commenter expressed concern about the potential damage to a teaching staff member's reputation, especially where a frivolous claim is brought against the staff member. (2) **Response:** If a suspension order is vacated, the Department removes it from publication.
21. **Comment:** The commenter sought clarification regarding proposed new N.J.A.C. 6A:9B-4.16(a)3, which will require the Board of Examiners to meet to hear the motion to stay the action against a certificate within 20 days of the date the motion is filed. The commenter asked how an employer will know when the Board of Examiners reviews the motion. (2) **Response:** The proposed regulation will require the Board of Examiners to notify the moving party of the decision within five days of reviewing the motion and any opposition. Accordingly, the impacted certificate holder will have the necessary information to advise an employer of the matter's status. Additionally, school district officials can contact the Board of Examiners via electronic mail or telephone with questions regarding the status of a certificate holder's motion.
22. **Comment:** The commenter opposed proposed new N.J.A.C. 6A:9B-4.16(a)3 because the Board of Examiners should be required to issue a written decision within a specified time frame after receipt of the motion and any opposition, and not after it reviews the motion. The commenter stated that any decision on a motion to stay – whether it is granted or denied – should be in writing. (2) **Response:** The proposed new regulation will require the Board of Examiners to notify the moving party of the decision within five days of reviewing the motion and any opposition. Removing the requirement for a formal written decision provides the certificate holder with a more expeditious response and consideration of the motion. The Board of Examiners will include, in the written notification, information on the basis for the decision to grant or deny the motion.
23. **Comment:** The commenter expressed support for the Men of Color Hope Achievers (MOCHA) program and expressed concerns regarding the process for placing participants.

The commenter stated that a MOCHA participant reportedly was teaching at the start of the year but removed because the participant did not yet hold an instructional certificate. (61)

**Response:** The Department appreciates the commenter’s support of the MOCHA program. N.J.A.C. 6A:9B-5.1(a) requires any person employed as a teaching staff member by a district board of education to hold a valid and appropriate instructional certificate. In partnership with Rowan University, the Department closely supports MOCHA participants during the certification process and to ensure that participants meet the requirements for the instructional certificate and endorsements. The support provided includes test preparation, certification guidance, transcript review, testing vouchers, and mentoring. Some MOCHA participants earned substitute credentials to be able to temporarily serve in a classroom until all requirements for the instructional certificate were met.

24. **Comment:** The commenter recommended that the Department consider waiving certificate fees for candidates who cannot afford them by setting a financial standard and charging only one fee, regardless of the number of certificates sought. The commenter stated that the Department should assist individuals who are interested in joining the profession due to the current teacher shortage. (2)

**Response:** Certificate fees set forth at N.J.A.C. 6A:9B-5.6 offset the cost of salaries of Department staff who process certificate applications and for related certification office operational needs. Governor Murphy’s Fiscal Year 2024 budget proposal released in February 2023 includes provisions to fund the Department’s certification staff and operations and waive certification fees.

25. **Comment:** The commenter recommended an exploration and expansion of endorsement areas similar to flexible endorsements of the past, such as “teacher of the handicapped” and teacher of general science, that allowed teachers who hold the endorsements to teach in several grade spans and in broader content areas. The commenter stated this could be both a short- and long-term solution to chronic teacher shortage areas. The commenter commended the Department for its innovative strategy of creating “add-on endorsements” at N.J.A.C. 6A:9A-5.6 in mathematics and science. The commenter asked why the Department did not expand similar opportunities into other areas. The commenter stated the shortage areas go beyond special education, bilingual/bicultural education, mathematics, and science. The commenter also stated that new strategies in all teaching areas are necessary to meet student needs. (2)

**Response:** The proposed amendments at N.J.A.C. 6A:9A-5.6 concentrate specifically on the add-on endorsements for mathematics and science because the two high-need areas require additional content knowledge. Many of the other high-need areas, such as bilingual/bicultural and teacher of students with disabilities endorsements, require nuanced specialized pedagogy to meet the needs of vulnerable student populations. Other high-need areas like CTE require industry experience. The Department’s proposals to address high-need areas are aligned to the requirements of the specific roles, rather than proposing a single solution for all high-need areas. N.J.A.C. 6A:9B, as proposed for readoption with amendments, will allow for flexibilities in other subject areas identified as high need. For example, N.J.A.C. 6A:9B-8.8, as proposed for amendment, will eliminate redundant requirements for out-of-State candidates seeking reciprocity for bilingual/bicultural and teacher of students with disabilities endorsements. The Department also has proposed additional certificate and endorsement pathways for educational interpreters and teachers for the deaf or hard of hearing with sign language communication endorsement.

The Department agrees that expanding the breadth of the content that an educator can teach is important. Proposed new N.J.A.C. 6A:9B-11.9(d) and (e) will create two new middle school with subject-matter specialization endorsements in STEM and

humanities. The proposed new endorsements will broaden the existing middle school content areas and provide more flexibility for the school districts in placing educators in middle-grade classrooms.

26. **Comment:** The commenter recommended removing the requirement for teacher candidates to have a Social Security number to obtain a certificate. The commenter stated that undocumented students attend New Jersey public schools, colleges, and universities and receive financial aid to complete educator preparation programs but are unable to enter the teaching profession without a Social Security number. The commenter further stated that even though there is a pathway for non-citizens to become certified, the Social Security number has become a barrier for people who are undocumented to pursue economic mobility when seeking teaching, nursing, and counseling licenses in New Jersey. The commenter recommended expanding acceptable forms of identification like issuing an “access number.” The commenter stated that removing this barrier would expand the cultural and linguistic diversity of New Jersey teachers to meet the cultural and linguistic needs of preschool through grade 12 students. The commenter also stated that it would create a pathway for undocumented students who complete educator preparation programs to be eligible for certification. **(85)**  
**Response:** The Department declines to adopt the commenter’s recommendation, as it would be contrary to State law. N.J.S.A. 18A:26-1 and N.J.A.C. 6A:9B-5.7 require teaching staff members to be citizens of the United States or citizens of other countries who have declared intentions of becoming United States citizens. Individuals who do not have Social Security numbers are ineligible for employment and ineligible for certification. N.J.A.C. 6A:9B-5.7 and 5.14 offer teaching certification pathways for noncitizens. The limited certificate for noncitizen teachers enables non-citizens to teach for up to three years if they have met the conditions at N.J.A.C. 6A:9B-5.14.
27. **Comment:** The commenter expressed concern regarding the proposed amendments at N.J.A.C. 6A:9B-5.7, Citizenship requirement. The commenter asserted that the Department should not encourage foreign citizens to work in New Jersey schools and those jobs, instead, should be given to United States citizens. **(69)**  
**Response:** The Department encourages all who have the qualifications, drive, and commitment to education to seek employment in New Jersey schools, regardless of an individual’s country of origin. In accordance with existing N.J.A.C. 6A:9B-5.7 and N.J.S.A. 18A:26-1, any citizen of another country who has declared the intention of becoming a United States citizen and who is otherwise qualified may be granted, with the Commissioner’s approval, a teaching certificate for employment as a teacher by a district board of education.
28. **Comment:** The commenter also asserted there is no reason to update terminology at N.J.A.C. 6A:9B-5.14, Limited certificate for foreign teachers. The commenter stated that “foreign” should not be replaced with “noncitizen” since they are not United States citizens. **(69)**  
**Response:** The Department disagrees with the commenter regarding the need to replace “foreign” with “noncitizen.” The proposed amendment will align the section with current terminology for recognizing citizens from other countries.
29. **Comment:** The commenter stated that many of the barriers to individuals entering the education field are archaic and have created a teaching shortage. The commenters requested that the Department amend N.J.A.C. 6A:9B-7.1(a) through (f) to expand the amount of time the holder of a substitute credential can serve in a teaching assignment above 20 days in assignment or 40 days with executive county superintendent approval. The commenter also suggested amending N.J.A.C. 6A:9B-7.4 to increase the 40-day

service limit for CE and CEAS holders serving as substitute teachers in classrooms outside of the subject area of the certificate held with notice to the executive county superintendent or parents. (87)

**Response:** The Department declines the commenter's suggestion to amend N.J.A.C. 6A:9B-7.1 and 7.4. The authorizing statute, N.J.S.A. 18A:16-1a through d, sets forth how long the holder of a substitute credential can serve, and the regulations cannot exceed the statutory limits. Currently, individuals holding a substitute credential can serve in the same classroom for up to 20 consecutive school days. However, school districts can hire individuals holding CEs, CEASs, or standard certificates to serve as substitute teachers in the same classroom for up to 60 days. The law also authorizes executive county superintendents to grant extensions to the service limits on a case-by-case basis when school districts provide a rationale for being unable to hire a teacher to fill a position. The Department does not promote use of long-term substitutes to address teacher shortage areas, except for instances when an assigned classroom teacher cannot work for an extended period due to illness or other factors.

30. **Comment:** The commenter disagreed with proposed new N.J.A.C. 6A:9B-7.2(b), which will reduce to 30 the number of credits required for the substitute credential. The commenter recommended maintaining the existing 60 semester-hour credits for the substitute credential until, at least, the Commissioner has published the report required pursuant to N.J.S.A. 18A:26-2.29. (1)

**Response:** The Department disagrees with the commenter regarding the reduction of credits to 30 from 60 for the substitute credential as proposed at N.J.A.C. 6A:9B-7.2(b), as well as the suggestion to maintain the existing 60 semester-hour credits until the Commissioner has published the required report. The proposed new subsection is necessary to codify provisions at N.J.S.A. 18A:26-2.29 that provided an alternative substitute pathway due to the substitute teacher shortage caused by the COVID-19 public health emergency. The Department has issued the 30 semester-hour credit substitute credential to more than 500 candidates, which demonstrates support and interest in this credential. To address the need for substitute teachers, the Department proposes to indefinitely codify this pathway. The proposed reduction in credit requirements will increase the opportunities for prospective teachers to work in a school setting because college students will be able to substitute teach earlier in their college experience. The alternative pathway established in statute is available to candidates only until June 30, 2023, whereas the proposed regulation will codify the reduction of credit requirements for all candidates.

31. **Comment:** The commenter suggested that substitute teachers be allowed to lead classrooms for a month at a time to reduce the teacher shortage. (69)

**Response:** The Department disagrees with the commenter's suggestion that substitute teachers be utilized to reduce the teacher shortage. N.J.S.A. 18A:16-1a through d sets forth how long the holder of a substitute credential can serve. Currently, individuals holding a substitute credential can serve in the same classroom for up to 20 consecutive school days. However, school districts can hire individuals holding CEs, CEASs, or standard certificates to serve as substitute teachers in the same classroom for up to 60 days. The law also authorizes executive county superintendents to grant extensions to the service limits on a case-by-case basis when school districts provide a rationale for being unable to hire a teacher to fill positions. The Department does not promote use of long-term substitutes to address teacher shortage areas, except for instances when an assigned classroom teacher cannot work for an extended period due to illness or other factors.

32. **Comment:** The commenter requested that the Department amend N.J.A.C.6A:9B-8.2 to eliminate the Commissioner-approved performance-based assessment because it is an

archaic barrier to individuals entering the education field and the assessment has contributed to the teacher shortage. (87)

**Response:** On December 16, 2022, Governor Murphy enacted P.L. 2022, c. 129, which prohibits the State Board of Education from requiring the completion of a Commissioner-approved performance-based assessment for certification. The Department is implementing the law, which took effect immediately, as intended and the Commissioner-approved performance-based assessment is no longer required of CEAS nor CE candidates; rather, the educator preparation program must ensure that teacher candidates demonstrate pedagogical skills while completing the program. The Department intends to promulgate regulations through a separate rulemaking, offer guidance, and support educator preparation programs and educators as the law continues to be implemented. Therefore, the Department declines the commenter's suggestion to amend N.J.A.C. 6A:9B-8.2 at this time.

33. **Comment:** The commenter thanked the Department for engaging in several stakeholder meetings with organizations that recognize the urgent need for rule revisions to alleviate the ongoing teacher shortages and inequities. The commenter stated that some of the proposed amendments may exacerbate, rather than alleviate, the teacher shortage, in general, and the shortage of teachers of color, in particular.

The commenter requested an amendment at N.J.A.C. 6A:9B-8.2(a)6 to state that the performance-based assessment of teaching be approved by the educator preparation programs instead of the Commissioner, as in the existing regulation, and to allow a CEAS candidate to pass the performance-based assessment or meet criteria at N.J.A.C. 6A:9B-8.2(c)3. The commenter also requested a new rule at N.J.A.C. 6A:9B-8.2(c)3 to permit a candidate with a cumulative GPA of at least 3.5, or whose State test of subject matter knowledge exceeds the passing score by at least 10 percent, to meet the requirements at N.J.A.C. 6A:9B-8.2(a)6. (86)

**Response:** The Department appreciates the commenter's support for the stakeholder engagement. The Department disagrees that the proposed amendments exacerbate the teacher shortage, in general, and for teachers of color, in particular. The proposed amendments offer add-on endorsement opportunities and streamlined reciprocity rules, and address mentoring and professional development for new and novice teachers.

The Department disagrees with the commenter's proposed amendments at N.J.A.C. 6A:9B-8.2(a)6 and (c)3. On December 16, 2022, Governor Murphy enacted P.L. 2022, c. 129, which prohibits the State Board of Education from requiring the completion of a Commissioner-approved performance-based assessment for certification. This law, which became effective immediately, addresses the commenter's suggestion to allow educator preparation programs to determine the appropriate performance assessment for each program. An amendment at N.J.A.C. 6A:9B-8.2(a)6 is unnecessary at this time because the Department is implementing the law as intended and the Commissioner-approved performance-based assessment is no longer required of CEAS nor CE candidates; rather, the educator preparation program must ensure that teacher candidates demonstrate pedagogical skills while completing the program. The Department intends to promulgate regulations through a separate rulemaking, offer guidance, and support educator preparation programs and educators as the law continues to be implemented.

The Department disagrees with the commenter that a new rule at N.J.A.C. 6A:9B-8.2(c) is necessary to permit a candidate with a cumulative GPA of at least 3.5, or whose State test of subject matter knowledge exceeds the passing score by at least 10 percent, to meet the Commissioner-approved performance assessment requirements, because the assessment is no longer a requirement pursuant to P.L.2022, c. 129. Since candidate performance will be assessed at the educator preparation program level, educator

preparation program providers will make decisions regarding the passing standard and necessary flexibility.

34. **Comment:** The commenter requested that the Department amend N.J.A.C. 6A:9B-8.3 to eliminate the basic skills test requirement because it is an archaic barrier to individuals entering the education field and the assessment has contributed to the teacher shortage. The commenter stated that the basic skills test is the number one pipeline issue that has caused the closing of certificate-specific educator preparation programs. The commenter stated that, according to the National Council on Teacher Quality, there is a 33 percent failure rate for all elementary level teacher candidates and a 22 percent of basic skills test takers do not achieve the required score the first time, do not retake the test, and never enter the profession. Further, the commenter cited that 32 percent of basic skills test takers who are of color do not achieve the required score the first time, do not retake the test, and never enter the profession. (87)

**Response:** The Department disagrees that N.J.A.C. 6A:9B-8.3 should be amended to eliminate the basic skills test requirement. The Department has created additional flexibilities for individuals to meet the basic skills requirements. For example, the proposed amendment at N.J.A.C. 6A:9B-8.3(a)5i(1) will replace “approximately equal to the top-third percentile score” with “the top-half percentile score” for SAT, ACT, and GRE. The proposal at N.J.A.C. 6A:9B-8.3(a)5ii will allow a candidate for a CE to demonstrate proficiency in the use of the English language and/or mathematics by holding a master’s or terminal degree with a minimum GPA of 3.0 from an accredited institution of higher education. The proposed amendments will increase the educator pool while maintaining educator standards and quality.

Additionally, N.J.A.C. 6A:9B-8A effectuates a five-year limited CE/limited CEAS pilot program pursuant to N.J.S.A. 18A:26-2b et seq., which allows exemptions to the basic skills requirement for limited CE candidates who meet all other certificate requirements and work in school districts that participate in the pilot program. The Department will analyze data collected through the pilot program to determine the impact of the basic skills requirements on teacher effectiveness and student outcomes and, if necessary, make recommendations for future amendments in this area.

35. **Comment:** The commenter requested the Department amend N.J.A.C. 6A:9B-8.8 to allow the Department to issue a standard certificate to any individual moving to New Jersey who has five or more years of teaching experience from any state. (87)

**Response:** The Department declines to adopt the suggested amendment at N.J.A.C. 6A:9B-8.8 because it is unnecessary. Existing reciprocity rules at N.J.A.C. 6A:9B-8.8(d) allow teachers holding standard certificates issued by other states with effective teaching experience to become certified in New Jersey. Furthermore, the proposed amendments at N.J.A.C. 6A:9B-8.8 create additional pathways and opportunities for individuals to meet certificate requirements. For example, N.J.A.C. 6A:9B-8.8, as proposed for amendment, will eliminate redundant requirements for out-of-State candidates seeking reciprocity for bilingual/bicultural and teacher of students with disabilities endorsements.

36. **Comment:** The commenter commended the proposals to eliminate the clinical practice requirement for certified teachers from other states in the endorsement areas of bilingual/bicultural education and teachers of students with disabilities. The commenter suggested that the same flexibility be extended to other endorsement areas, where appropriate. (2)

**Response:** The Department appreciates the commenter’s support for the proposed amendments at N.J.A.C. 6A:9B-8.8(a)1. The Department has determined that it would not be necessary to expand this flexibility to other content areas. The reciprocity proposals at N.J.A.C. 6A:9B-8.8(a)1 impact only bilingual/bicultural and teachers of students with disabilities endorsements because the



clinical practice component was duplicative for these add-on endorsement areas. Individuals seeking reciprocity in these areas have already completed clinical practice in their initial endorsement area. Therefore, the clinical practice component created a barrier specifically to the bilingual/bicultural and teachers of students with disabilities endorsements.

37. **Comment:** The commenter stated that approved private school for students with disabilities (APSSD) have been impacted by the teacher shortage. The commenter also stated that APSSDs employ paraprofessionals who are prepared to move into teaching but have trouble passing the basic skills test requirement and the candidates are not eligible for the pilot programs that allow for exceptions to the basic skills requirements. The commenter contended that it appears discriminatory toward schools that serve the needs of the State's most fragile students. (47)

**Response:** The Department has implemented measures to help widen the teacher pipeline and to offer greater flexibilities in meeting certification requirements as authorizing statutes permit. [P.L. 2021, c. 224](#) (N.J.S.A. 18A:26-2b et seq.) created the limited CE/limited CEAS pilot program to allow limited certificate holders to work only in school districts, charter schools, or renaissance schools. The State statute did not authorize holders of the limited CE or limited CEAS to work in APSSDs; therefore, the implementing regulations at N.J.A.C. 6A:9B-8A do not allow holders of a limited CE or limited CEAS to teach in APSSDs.

38. **Comment:** The commenter expressed support for the Department's proposal at N.J.A.C. 6A:9B-8A to increase flexibility for certification requirements. The commenter contended that many candidates are qualified to teach, but cannot pursue a certificate because of GPA, degree, or education requirements. The commenter stated that many of the individuals end up working as substitutes or paraprofessionals. The commenter suggested that the Department continue to offer flexibilities in meeting the GPA requirements to increase the diversity of classroom teachers. (61)

**Response:** Existing N.J.A.C. 6A:9B-8A sets forth the rules for the five-year limited CE/limited CEAS pilot program pursuant to N.J.S.A. 18A:26-2b et seq. The Department will collect and analyze data from the pilot program in accordance with the law.

The proposed amendments at N.J.A.C. 6A:9A-4.3(d)1 and 2 also will provide multiple options for a CEAS candidate to demonstrate basic skills proficiency, thereby reducing redundancy for candidates who demonstrate proficiency through means other than the basic skills test. The Department agrees that educator preparation programs address other measures that support educator readiness. The proposed and existing flexibilities offer great potential to widen the teacher pipeline.

39. **Comment:** The commenter recommended replacing, at proposed new N.J.A.C. 6A:9B-9.2(a)7, the grade-span authorization from preschool through grade 12 for a teacher of computer science with grades nine through 12. The commenter contended that the change would be consistent with N.J.S.A. 18A:26-2.26.a. The commenter also recommended that the Department require individuals to either meet the qualifications that currently authorize an individual to teach computer science or the new computer science endorsement to teach computer science in preschool through grade eight after July 1, 2027. The commenter stated that proposed new N.J.A.C. 6A:9B-10.15(c), which will require a teacher to have been teaching computer science as of September 1, 2024, to take advantage of the pathway for a computer science endorsement, is unnecessarily restrictive. The commenter suggested revising proposed N.J.A.C. 6A:9B-10.15(c) to match more closely the minimum requirements at N.J.S.A. 18A:26-2.26.c. (1)

**Response:** Proposed new N.J.A.C. 6A:9B-10.15 will provide three pathways for candidates to obtain the computer science endorsement. Proposed N.J.A.C. 6A:9B-

10.15(c) will enable experienced computer science teachers to demonstrate effectiveness in teaching computer science along with computer science content knowledge by passing the necessary content knowledge assessment without completing additional content coursework. With the ever-changing nature of computer science, the Department will honor recent teaching experience in lieu of content coursework to satisfy this requirement. Candidates seeking the computer science endorsement without recent teaching experience can pursue one of the other two pathways, which do not require teaching experience to obtain the endorsement.

Proposed new N.J.A.C. 6A:9B-10.15 provides multiple pathways for earning the computer science endorsement. The proposed regulations adhere to the minimum requirements at N.J.S.A. 18A:26-2.26, including requiring 15 content credits for a certified teacher to add the computer science endorsement and honoring computer science teaching experience in lieu of coursework. In addition to the pathway to add on the computer science endorsement, the proposed regulations also create a pathway to earn an initial instructional certificate with the computer science endorsement that is closely aligned to other instructional content area endorsement requirements, including 30 content credits. Allowing multiple pathways to earn the endorsement broadens the pool of potential educators to serve in this area.

40. **Comment:** The commenter expressed concern that proposed N.J.A.C. 6A:9B-9.2(a)7, is too restrictive for current computer science teachers and that they will be unable to continue teaching after July 1, 2027. The commenter suggested that the Department amend proposed N.J.A.C. 6A:9B-9.2(a)7 so it is similar to N.J.A.C. 6A:9B-9.2(a)3 and would grandfather educators already teaching computer science by allowing them to demonstrate that they have the necessary content knowledge. (58)

**Response:** The Department disagrees with the commenter that proposed N.J.A.C. 6A:9B-9.2(a)7 is too restrictive for current computer science teachers and that they will be unable to continue teaching after July 1, 2027. Certificate holders already teaching computer science will have to complete minimal requirements to obtain the new endorsement. Pursuant to proposed N.J.A.C. 6A:9B-10.15(c), candidates for the computer science endorsement who hold a standard certificate and currently teach computer science as of September 1, 2024, will be eligible for the new endorsement if they receive two effective or highly effective ratings in teaching computer science in the last four years and pass the appropriate State test of computer science content knowledge.

41. **Comment:** The commenter stated that teachers certified in only English language arts are not qualified to manage a theater course. (42)

**Response:** Existing N.J.A.C. 6A:9B-9.3(a)3 rules do not allow the holder of an instructional certificate with an English language arts endorsement to teach theater.

42. **Comment:** The commenter requested that the Department amend N.J.A.C. 6A:9B-9.3(a)7 and (b)6iv to allow a teacher of the deaf to teach American sign language (ASL), as one way to eliminate an archaic barrier to the teaching profession. (87)

**Response:** The Department declines the commenter's suggestion to amend N.J.A.C. 6A:9B-9.3(a)7 and (b)6iv to allow a teacher of the deaf to teach ASL because the teacher of the deaf or hard of hearing for sign language communication endorsement differs greatly from the world language endorsement. ASL is a world language. According to N.J.A.C. 6A:9B-9.3(b)6iv, deaf or hard of hearing for sign language communication endorsement falls under the teacher of students with disabilities endorsements and authorizes the holder to teach deaf or hard-of-hearing students using sign language communication strategies. N.J.A.C. 6A:9B-9.3(a)7 sets forth the world languages that an endorsement holder can teach including ASL. The two endorsement types have different authorizations and

requirements. A teacher of the deaf or hard of hearing for sign language communication is proficient in ASL but is not trained on second language acquisition and related methodology as requires of world language teachers. Teachers of the deaf and hard of hearing for sign language communication are content experts trained to deliver instruction to students with special needs. Teachers are trained in alignment with the authorizations and expectations of the role in which the endorsement holder will serve. ASL world language teachers provide world language instruction to students in kindergarten through grade 12, while teachers of the deaf or hard of hearing for sign language communication teach content like mathematics, science, and social studies to students who are deaf or hard-of-hearing. The roles and endorsements are not interchangeable. N.J.A.C. 6A:9B does not prohibit a teacher from seeking both endorsements.

43. **Comment:** The commenter supported the proposed amendment at N.J.A.C. 6A:9B-9.3(b)1 because it recognizes that holders of a bilingual/bicultural endorsement provide consultative services and supportive resource programs, including curriculum modifications, for English language learners (ELLs) and English as a second language (ESL) students at all grade levels. The commenter expressed concern that the proposed amendment will increase the difficulty that school districts experience in hiring paraprofessionals to work in bilingual/ELL programs. The commenter recommended that school districts provide professional development programs to enhance the skills of paraprofessionals working in this area, as appropriate in the school district. The commenter urged the Department to develop new strategies to incentivize qualified candidates to pursue careers in world languages and ESL/ELL education roles. (2)

**Response:** The Department thanks the commenter for the support of the proposed amendment at N.J.A.C. 6A:9B-9.3(b)1. The Department disagrees that the proposed amendment will increase the difficulty that school districts experience in hiring paraprofessionals to work in bilingual/ELL programs because the Department proposed at N.J.A.C. 6A:9B-9.3(b)1 to expand the allowable responsibilities of individuals holding a bilingual/bicultural endorsement. The Department also proposed, at N.J.A.C. 6A:9B-14.22, a bilingual language paraprofessional credential that acknowledges the work of bilingual paraprofessionals and will provide a role to further support bilingual students in classrooms, thereby increasing students' access to content and instruction. The Department collaborates with school districts to develop strategies for recruitment of world languages and bilingual/ELL educators. The Department agrees that school districts can provide professional development to paraprofessionals working in bilingual/ELL programs, if appropriate.

44. **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 requested the Department amend N.J.A.C. 6A:9B-9.4 and 10.10 to eliminate the family and consumer sciences endorsement or enable other endorsement holders to teach family and consumer sciences courses. The commenter also stated that there is a lack of family and consumer sciences educator preparation programs in the State. (87)

**Response:** The Department declines the commenter's suggestion to amend N.J.A.C. 6A:9B-9.4 and 10.10 to eliminate the family and consumer sciences endorsement or enable others to teach family and consumer sciences courses. Pursuant to N.J.A.C. 6A:8-5.1, the high school graduation requirements include at least five credits in 21st century life and careers, or career-technical education. Family and consumer sciences courses are aligned to New Jersey Student Learning Standards (NJSLS) Standard 9 and are taught by teachers with a family and consumer sciences endorsement. Therefore, neither the courses nor endorsements can be eliminated.

The Department works closely with educator preparation programs to share data

regarding high-need subject areas. However, educator preparation programs have the discretion to determine the programs developed and offered.

45. **Comment:** The commenter stated that the devastating teacher shortages require immediate action to address certification challenges and the lack of educator candidates. The commenter suggested that the Department address multiple endorsements, including the development of a standalone bilingual/bicultural endorsement, reinstatement of a comprehensive science endorsement, reinstatement of the K-8 endorsement, as well as endorsements for mathematics, SLMS, CTE, world languages, and English as a second language. (87)

**Response:** The Department disagrees with the commenter's statements. The proposed amendments at N.J.A.C. 6A:9B will create additional pathways and opportunities for individuals to meet certification and endorsement requirements. The proposed amendments offer add-on endorsement opportunities, streamline 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 declines the commenter's suggestion to make the bilingual/bicultural endorsement a standalone endorsement because the proposed amendment at N.J.A.C. 6A:9B-9.3(b)1 will broaden the authorizations for the bilingual/bicultural endorsement. The Department also has proposed at N.J.A.C. 6A:9B-8.8(a)1 to streamline reciprocity requirements for out-of-State teachers by eliminating the redundant clinical practice requirement. Additionally, certificate holders can obtain a CE with the bilingual/bicultural endorsement without completing additional coursework, which usually is completed gradually during a teacher's provisional period.

The Department declines the commenter's suggestion to reinstate the elementary education K-8 endorsement because there is a separate minimum level of content knowledge necessary to teach middle grades. However, the Department has proposed amendments that offer options for elementary school and middle school teachers to add endorsements to broaden the scope of courses they can teach to address school districts' staffing concerns. Proposed new N.J.A.C. 6A:9B-11.9(d) and (e) will add two new middle school with subject-matter specialization endorsements in science, technology, engineering, and mathematics (STEM) and humanities. The new endorsements broaden the existing middle school endorsements and provides more flexibility for the school districts in placing educators in classrooms.

The Department declines the commenter's suggestion to reinstate the comprehensive science endorsement because content knowledge in each specific science area is necessary to adequately teach each subject. However, proposed amendments at N.J.A.C. 6A:9B-10.4(b) will create pathways for teachers holding science endorsements to add additional science endorsements by taking 15 content credits instead of 30 content credits. The proposed amendments acknowledge the overlap among the sciences while addressing the need to expand the pool of science educators.

46. **Comment:** The commenter requested that the Department restore the former family and consumer science endorsement because they are important life skills. The commenter contended that several New Jersey colleges and universities are able to offer the content coursework for the endorsement area, but candidates must attend CE educator preparation programs when earning the content programs. The commenter also contended that school districts in New Jersey attempt to fill vacancies with candidates who attended colleges or universities from outside New Jersey and lead to a family and consumer science certificate. The commenter stated that this practice results in vacancies that cannot be filled and in canceled programs. (46)

**Response:** The Department has not proposed to eliminate the family and consumer sciences endorsement options. The Department continues to offer the following four endorsements to the instructional certificate:

- Family and consumer sciences (1705);
- Family and consumer sciences: apparel, textiles, and interiors (1708);
- Family and consumer sciences: child and family development (1706); and
- Family and consumer sciences: foods/nutrition and food science (1707).

Additionally, the Department offers two different pathways for candidates to earn family and consumer sciences endorsements. Candidates for the endorsements may earn either an instructional CEAS or a CE with a family and consumer sciences endorsement. Pursuant to N.J.A.C. 6A:9B-9.4, holders of any of the family and consumer sciences endorsements may teach in grades preschool through grade 12, including approved CTE programs. The Department does not place limitations on New Jersey colleges and universities that seek to offer family and consumer sciences educator preparation programs. Colleges and universities have the discretion to determine how to align their educator preparation programs to the Department's certificates and endorsements, subject to Commissioner approval. The Department continually collaborates with colleges and universities to expand educator preparation program offerings according to needs identified by data and school district input.

47. **Comment:** The commenter questioned the deletion at N.J.A.C. 6A:9B-9.4(c)7 of foreign service in the government and public administration endorsement in the CTE cluster. The commenter stated that careers in foreign service often entail working for the Federal government and that the proposed deletion does not make sense in the interconnected global society. (2)

**Response:** The Department proposes at N.J.A.C. 6A:9B-9.4(c)7 to delete "foreign service" because the CTE career cluster prepares students for careers in state and Federal government, which includes careers in foreign service. Therefore, the Department is proposing removal of the redundant terminology.

48. **Comment:** The commenter stated that proposed amendments at N.J.A.C. 6A:9B-10.2 will allow candidates for the elementary school (K-6) endorsement to major only in elementary education and to take 30 credits in liberal arts without completing enough courses to earn a traditional major. The commenter stated that the proposal is an inadequate way to meet the demand for teachers. The commenter also stated that most teachers who have left the profession have done so because of teaching has become an increasingly difficult and poorly remunerated profession and not because of the requirement to have a double major. The commenter expressed concern that the proposed amendments would reduce the quality of teacher training without fixing the problems that are causing the teacher shortage. The commenter urged the Department not to implement the proposed amendments and to consider the double major requirement to be part of what makes New Jersey schools strong. (30)

**Response:** The Department disagrees with the commenter and declines to propose the commenter's suggestion. Existing N.J.A.C. 6A:9B-10.2 does not require a double major to earn the elementary school (K-6) endorsement. Colleges design degree programs and have the discretion to create an elementary education major that could lead to the elementary school (K-6) endorsement (for example, a bachelor of arts in elementary education), or to require individuals seeking a CEAS with an elementary school (K-6) endorsement to major in another area for degree completion and complete the necessary elementary education coursework (for example, a bachelor of arts in English plus requisite elementary education courses). The proposed amendments at N.J.A.C. 6A:9B-10.2 will allow for a combination of content knowledge and pedagogical content coursework that is more appropriate for the elementary school (K-6) endorsement, which will further educator quality.

49. **Comment:** The commenter expressed support for the proposed amendments at N.J.A.C. 6A:9B-10.2 for the elementary school (K-6) endorsement. The commenter stated, as an elementary school teacher for 30 years, the commenter has seen a decline in the quality of educators. The commenter also stated that teachers should have more training on how to teach reading, writing, and mathematics. (49)

**Response:** The Department appreciates the support for the proposed amendments at N.J.A.C. 6A:9B-10.2. The proposed amendments at N.J.A.C. 6A:9A-3.3 and 6A:9B-10.2 will ensure novice teachers are prepared with content-based pedagogy necessary to integrate literacy in all content areas. N.J.A.C. 6A:9A-3.1(b) requires educator preparation programs to undergo accreditation, which provides quality assurance of educator preparation and drives continuous improvement of programs preparing educators to be successful in classrooms.

50. **Comment:** The commenter expressed opposition to the proposed amendments at N.J.A.C. 6A:9B-10.2 that would delete the requirement for elementary school teachers to double major to meet the requirements to teach in New Jersey schools. The commenter stated that it is imperative that educators not only understand effective pedagogy, which presumably an education major provides, but to also have deep subject knowledge and a rigorous background in a specific non-education field. The commenter also stated New Jersey has some of the best schools and teachers in the country and counts the double major as one of the reasons why. The commenter asked if the Department knows if the teacher shortage is due to seeing a precipitous decline in the numbers of new teachers being trained in New Jersey or are a huge number of teachers resigning or retiring. The commenter stated that if the latter is the reason for the teacher shortage, then the problem is with retention and not training. The commenter also stated it would make more sense to figure out ways to better support and pay teachers who are currently working in the field, rather than to change one of the things that makes New Jersey teachers great. (31)

**Response:** The Department disagrees with the commenter. Existing N.J.A.C. 6A:9B-10.2 does not require a double major to earn the elementary school (K-6) endorsement. Colleges design degree programs and have the discretion to create an elementary education major that could lead to the elementary school (K-6) endorsement (for example, a bachelor of arts in elementary education), or to require individuals seeking a CEAS with an elementary school (K-6) endorsement to major in another area for degree completion and complete the necessary elementary education coursework (for example, a bachelor of arts in English plus requisite elementary education courses). The proposed amendments at N.J.A.C. 6A:9B-10.2 will allow for a combination of content knowledge and pedagogical content knowledge that is more appropriate for the elementary school (K-6) endorsement.

The Department regularly reviews and analyzes teacher pipeline data to determine which areas are difficult to staff. The Department does not have data to substantiate a shortage of elementary education teachers, as elementary school (K-6) endorsements are issued at a higher rate than elementary teachers are hired in New Jersey. The Department's efforts to address staffing concerns include recruitment, as well as retention. The Department does not influence teacher salaries, as salaries are determined at the school district level through collective bargaining agreements.

51. **Comment:** The commenter stated that lowering the requirements for earning an instructional certificate would not help bridge the gap for the State's steep decline in assessment scores. The commenter also stated that existing N.J.A.C. 6A:9B-10.2 requires a double major in elementary education and a specific subject area and that the double major is necessary to connect content knowledge with practical application. The commenter stated that the 30-credit requirement to major in a subject area and concurrently complete education courses enables

candidates entering the teaching field to learn how to implement a curriculum based on their expertise in the content area, while acquiring the skills to apply multiple methodologies for the many learning styles within school populations. The commenter contended that lessening requirements for teachers will not make students smarter but will cause assessment scores to decline even more. The commenter suggested that the focus should be on a high-quality education, producing well-educated and well-trained teachers who have a command of the content, as well as the ability to impart their knowledge to facilitate critical thinkers and life-long learners. (42)

**Response:** The Department is committed to educational excellence for all students. The Department disagrees that the proposed amendments at N.J.A.C. 6A:9B-10.2 will result in lower quality educators. Existing N.J.A.C. 6A:9B-10.2 does not require a double major to earn the elementary school (K-6) endorsement. Colleges design degree programs and have the discretion to create an elementary education major that could lead to the elementary school (K-6) endorsement (for example, a bachelor of arts in elementary education), or to require individuals seeking a CEAS with an elementary school (K-6) endorsement to major in another area for degree completion and complete the necessary elementary education coursework (for example, a bachelor of arts in English plus requisite elementary education courses). The proposed amendments will allow educator preparation programs for elementary education to develop coursework that prioritizes the most appropriate deep content knowledge based on the level of instruction educators will be expected to provide. The proposed amendments also will allow for a combination of content knowledge and pedagogical content knowledge that is more appropriate for the elementary school (K-6) endorsement.

52. **Comment:** The commenter expressed concern regarding the Department's proposals at N.J.A.C. 6A:9B-10.2 and 11.2 requiring teacher candidates to complete six to nine credits in pedagogical content knowledge for teaching early childhood and elementary mathematics; nine to 12 credits in pedagogical content knowledge for teaching elementary reading and literacy; and 12 to 15 credits in pedagogical content knowledge for teaching early childhood reading and literacy. The commenter recommended removing the credit or equivalent requirement and maintaining the pedagogical topics that should be covered in elementary and early childhood educator preparation programs. The commenter stated that prescriptive credit requirements will require educator preparation programs to exceed the 120-credit limit for bachelor's degrees and 30-credit limit for master's degrees. The commenter further stated that educator preparation programs would need to adjust programs and would risk removing foundational courses and clinical course credits, which could have unintended consequences that would weaken the preparation of teachers. (84)

**Response:** The Department declines to adopt the commenter's recommendations to delete credit ranges for the elementary school (K-6) and preschool through grade three endorsements proposed at N.J.A.C. 6A:9B-10.2 and 6A:9B-11.2, respectively. The Department disagrees that proposed content requirements will increase the credit course load for candidates. The proposed amendments offer flexibilities to educator preparation programs to meet the content requirements through coursework and/or clinical experiences. Educator preparation programs will have the opportunity to repurpose existing courses and clinical experiences to meet the requirements. Additionally, the proposed amendments at N.J.A.C. 6A:9B-10.2 and 11.2 will reduce the number of liberal arts credits to 30 from 60 to cover core subject areas for preschool through grade three and elementary school (K-6) endorsement candidates. An analysis of New Jersey undergraduate degree programs suggests that most candidates would meet these content credits through the core content programming at an institution well before entering an educator preparation program. The Department is committed to ensuring that all preschool through grade three and elementary school teachers are well-prepared to



support young learners in developing their literacy and mathematics skills. Research suggests there is a need to attend to the preparation of elementary teachers in developing their pedagogical skills in literacy and mathematics content areas.

The Department is committed to educational excellence for all students. The Department disagrees that the proposed amendments at N.J.A.C. 6A:9B-10.2 will result in lower quality preparation and clinical experiences. The Department contends that the proposed amendments will allow educator preparation programs to prioritize the most appropriate deep content knowledge based on the level of instruction educators will be expected to provide.

53. **Comment:** The commenters stated that the proposed amendments at N.J.A.C. 6A:9B-10.2 and 11.2, which adjust requirements for elementary school (K-6) and preschool through grade three endorsements will result in changes to educator preparation programs. The commenters suggested that the Department remove the specific credit or equivalent requirements. The commenters stated that prescribing credit requirements will require an educator preparation program to exceed limits on course credits -- 120 credits for bachelor's degree program and 30 credits for master's degree programs. The commenters also stated that longer programs will discourage candidates from pursuing education as a profession. The commenters further stated that educator preparation programs will be forced to remove other courses and clinical components, which could weaken the preparation of candidates. **(47 and 48)**

**Response:** The Department declines to adopt the recommendations to delete credit ranges for elementary school (K-6) and preschool through grade three endorsements proposed at N.J.A.C. 6A:9B-10.2 and 6A:9B-11.2, respectfully. The Department disagrees that proposed content requirements will increase the credit course load for candidates. The proposed amendments offer flexibilities to educator preparation programs to meet the content requirements through coursework and/or clinical experiences. Educator preparation programs will have the opportunity to repurpose existing courses and clinical experiences within programs to meet the requirements. Additionally, the proposed amendments at N.J.A.C. 6A:9B-10.2 and 11.2 reduce the number of liberal arts credits to 30 from 60 to cover core subject areas for preschool through grade three and elementary school (K-6) endorsement candidates. An analysis of New Jersey undergraduate degree programs suggests that most candidates would meet these content credits through the core content programming at an institution well before entering an educator preparation program. The Department is committed to ensuring that all preschool through grade three and elementary school teachers are well-prepared to support our earliest learners in developing their literacy and mathematics skills. Research suggests there is a need to attend to the preparation of elementary teachers in developing their pedagogical skills in their literacy and mathematics content areas.

54. **Comment:** The commenter expressed concern regarding the required Elementary Education: Multiple Subjects Praxis test for the elementary school (K-6) endorsement because elementary school teachers do not teach half of the test items on the Elementary Education: Multiple Subjects Praxis test. The commenter stated that the Elementary Education: Multiple Subjects Praxis test is tailored more to high school teachers rather than elementary school teachers. **(60)**

**Response:** The Department disagrees with the commenter that the Elementary Education: Multiple Subjects Praxis test does not address the content that is required to teach kindergarten through grade six. The current authorization for the elementary school (K-6) endorsement at N.J.A.C. 6A:10.2 allows the educator to teach full time a variety of subjects, such as language arts literacy, mathematics, science, computer and information literacy, world languages, and social studies. The Elementary Education: Multiple



Subjects Praxis test's content is aligned to the specific subject areas and grade levels. New Jersey elementary school teachers participated in a standard setting study for the Elementary Education: Multiple Subjects Praxis test before it was adopted.

55. **Comment:** The commenter requested clarification regarding what GPA requirements for candidates, if any, would be required at proposed new N.J.A.C. 6A:9B-10.4(b) for the science add-on endorsement. **(1)**

**Response:** Since proposed new N.J.A.C. 6A:9B-10.4(b) is a science add-on endorsement to an existing endorsement, the GPA requirement would already have been met by qualifying for the existing endorsement. There is no additional GPA requirement for the science add-on endorsement.

56. **Comment:** The commenters suggested that the Department amend N.J.A.C. 6A:9B-10.6 to permit existing certificate holders to earn the technology education endorsement by completing 15 credits in three core principles of technology and engineering education with additional choice electives to help educate teachers to meet a school district's specific program needs. The commenters also stated that they are actively working with the New Jersey Technology and Engineering Educators Association and speaking with several colleges and universities in New Jersey to promote technology and engineering education. **(43, 44, and 45)**

**Response:** The Department declines the commenters' suggestion to create a 15-credit add-on option for the technology education endorsement. The 15-credit add-on science endorsement proposed at N.J.A.C. 6A:9B-10.4(b) is for educators who already hold instructional certificates with science endorsements. There is no aligned technology education endorsement that could allow for a comparable add-on endorsement option for certified teachers. The Department declines the commenters' suggestion to adjust the content requirements for technology education. The existing content requirements for technology, engineering, and design subjects at N.J.A.C. 6A:9B-10.6 were developed in collaboration with experts in the field of technology education.

57. **Comment:** The commenters stated that now is the appropriate time for the Department to reexamine the requirement of a 30-credit course sequence for any add-on endorsement. The commenters referenced the technology education endorsement and stated there are only two New Jersey educator programs preparing at the undergraduate level for technology education. The commenters suggested that a pathway for instructional certificate holders to obtain a technology education endorsement could comprise of an additional 15 credits that include the following content and pedagogical areas:

- Project- and problem-based learning;
- Engineering design, including 3D computer-aided design;
- Manufacturing and materials;
- Applied electronics; and
- STEM/engineering facilities design, safety, and management. **(46, 50, 51, 52, 53, 63, 64, 65, 72 through 80)**

**Response:** The Department declines the commenters' suggestion to change the content coursework requirements for the technology education endorsement. Educators need rigorous training in content and pedagogy. The proposed amendments at N.J.A.C. 6A:9A-5.6 concentrate specifically on add-on endorsements for mathematics and science because the high-need areas require only additional content knowledge aligned to mathematics and science coursework to meet the content requirement. Technology education is a specialized endorsement area that requires specific topics to be covered

within a technology education educator preparation program. Requirements for the technology education endorsement at N.J.A.C. 6A:9B-10.6 include nuanced requirements and specific courses beyond the pathway designed for mathematics and science teachers at N.J.A.C. 6A:9A-5.6.

The 15-credit add-on science endorsement proposed at N.J.A.C. 6A:9B-10.4(b) is for educators who already hold instructional certificates with science endorsement. There is no aligned technology education endorsement that could allow for a comparable add-on endorsement option for instructional certificate holders.

58. **Comment:** The commenters proposed changes to the technology education endorsement at N.J.A.C. 6A:9B-10.6 to be in alignment with the NJSL Standard 8.2 and the national standards. The commenters emphasized the importance of technology and engineering education because technology and engineering offer students opportunities to authentically utilize science and mathematics. (43, 44, and 45)

**Response:** The Department declines the commenter's suggestion. In 2020, the NJSLs were updated to incorporate the concepts and skills previously included in NJSL Standard 8.1 Educational Technology across multiple disciplinary concepts, such as career readiness, life literacies, and key skills (NJSL Standard 9.4). Given this alignment, the Department expects students to demonstrate increasing levels of proficiency to access, manage, evaluate, and synthesize information in their personal, academic, and professional lives. Therefore, school districts can adopt or develop technology curricula and incorporate concepts across content areas that address the NJSLs.

59. **Comment:** The commenter recommended that the name for the technology education endorsement be changed to "technology and engineering education" at N.J.A.C. 6A:9B-10.6. The commenter suggested that a 15-credit add-on endorsement that focuses on three core principles of technology and engineering education be added as a pathway for certified teachers, similar to the requirements at N.J.A.C. 6A:9B-10.4(b) and 11.13. The commenter stated that additional choice electives, such as design thinking, prototyping, societal impacts, and safe use of tools and machines, can help train a teacher to meet a school district's specific needs. (32)

**Response:** The Department declines to propose the commenter's suggested changes. Endorsement areas for instructional certificates align with the 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 Standard 8.1 Educational Technology by integrating technology across multiple disciplinary concepts, such as career readiness, life literacies, and key skills at Standard 9.4. Given this alignment, the Department expects students to demonstrate increasing levels of proficiency to access, manage, evaluate, and synthesize information in their personal, academic, and professional lives. Therefore, school districts can adopt or develop technology curricula and incorporate concepts across content areas that address the NJSLs. Adding engineering to the technology education endorsement would be misaligned with the intent of the current NJSLs.

The Department also declines the commenter's suggestion to offer a 15-credit pathway to adding the technology education endorsement. The proposed computer science endorsement at N.J.A.C. 6A:9B-10.15 offers multiple pathways for attaining the endorsement, which includes completing 15 credits. The level of overlap between technology education and computer science, as well as the adjusted NJSLs structure integrating computer science and technology, make the commenter's request unnecessary.

60. **Comment:** The commenter requested clarification on potential impacts of eliminating endorsements and course offerings. The commenter asked whether individuals currently

holding the speech arts and dramatics endorsements will continue to be qualified to teach course offerings that are part of New Jersey's graduation requirements since the endorsement is proposed for deletion. (2)

**Response:** The Department is not proposing at N.J.A.C. 6A:9B-10.8 to eliminate the speech arts and dramatics endorsements or course offerings. The Department proposes to delete "and dramatics" because there is a separate theater endorsement that is equivalent to dramatics. Therefore, "and dramatics" is no longer needed and is being deleted throughout this chapter, where necessary. The Department has separated the speech arts component from dramatics, which will be available as a separate endorsement.

61. **Comment:** The commenters expressed concern about the requirements at proposed new N.J.A.C. 6A:9B-10.15 for elementary school teachers who will be teaching computer science after July 1, 2027. The commenters requested that the Department reconsider the computer science endorsement requirement for elementary school teachers because it will limit the number of computer science teachers in New Jersey. The commenters stated that school districts have done a good job at recruiting teachers from other subject areas, primarily high school mathematics, to teach computer science to offer equitable opportunities for students. The commenters also stated that teachers will not want to teach computer science anymore if the Department requires teachers to obtain the new endorsement. (34, 27, 28, 29, and 39)

**Response:** Elementary school teachers who hold an elementary school (K-6) endorsement will be able to continue to teach basic computer skills and information literacy under the existing authorizations at N.J.A.C. 6A:9B-9.3(b)2ii. Holders of the elementary school endorsement are authorized to teach English language arts, mathematics, science, computer and information literacy, and social studies to students in kindergarten through grade six. Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSL Standard 8.1, until July 1, 2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement. However, teachers holding elementary school (K-6) endorsements can continue to teach computer and information literacy full-time and all remaining subjects, including computer science, no more than one half of the daily instructional assignment, pursuant to N.J.A.C. 6A:9B-9.3(b)2ii and iv.

62. **Comment:** The commenters contended that an extra endorsement is not necessary for educators to teach computer science in kindergarten through grade six, as proposed at N.J.A.C. 6A:9B-10.15. The commenters further stated that only appropriate professional development and access to materials and programs are needed to teach computer science at these grade levels. (5 and 6)

**Response:** Elementary school teachers who hold an elementary school (K-6) endorsement will be able to continue to teach basic computer skills and information literacy under the existing authorizations at N.J.A.C. 6A:9B-9.3(b)2ii. Holders of the elementary school endorsement are authorized to teach English language arts, mathematics, science, computer and information literacy, and social studies to students in kindergarten through grade six. Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSL Standard 8.1, until July 1, 2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement. However, teachers holding elementary school (K-6) endorsements can continue to teach computer and information literacy full-time and all remaining subjects,

including computer science, no more than one half of the daily instructional assignment, pursuant to N.J.A.C. 6A:9B-9.3(b)2ii and iv.

- 63. Comment:** The commenters expressed concern that proposed new N.J.A.C. 6A:9B-10.15 would require elementary school teachers to pass the State test of computer science knowledge and to obtain the computer science endorsement. The commenters stated that the test is written for teachers of Advanced Placement computer science and requested the authorization of an alternative test for educators who teach in kindergarten through grade eight school districts. The commenters expressed a commitment to computer science education for all students in New Jersey and stated that requiring the Computer Science Praxis test and an endorsement will have the opposite effect and will result in far fewer teachers willing to teach the NJSLs in computer science and design thinking. The commenters contended that the Computer Science Praxis test is an inappropriate assessment for the elementary knowledge base needed to implement many of the standards in kindergarten through grade eight. **(7 and 81)**

**Response:** Elementary school teachers who hold an elementary school (K-6) endorsement will be able to continue to teach basic computer skills and information literacy under the existing authorizations at N.J.A.C. 6A:9B-9.3(b)2ii. Holders of the elementary school endorsement are authorized to teach English language arts, mathematics, science, computer and information literacy, and social studies to students in kindergarten through grade six. Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSLs Standard 8.1, until July 1, 2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement. However, teachers holding elementary school (K-6) endorsements can continue to teach computer and information literacy full-time and all remaining subjects, including computer science, no more than one half of the daily instructional assignment, pursuant to N.J.A.C. 6A:9B-9.3(b)2ii and iv.

- 64. Comment:** The commenters strongly supported the proposed regulations that would require all kindergarten through grade eight students to receive computer science education. The commenters also disagreed with the requirement at new N.J.A.C. 6A:9B-10.15 for all computer science teachers, including in kindergarten through grade six, to hold a computer science endorsement. The commenters stated that the endorsement will place an undue burden on school districts and teachers, thereby making it more difficult to implement quality and equitable computer science education for students. The commenters also stated that no other state requires a computer science endorsement for lower grade levels and New Jersey should not be the first. The commenters stated that adding “computer science” at N.J.A.C. 6A:9B-9.3(a)2ii would allow anyone with an elementary school endorsement to teach computer science and would be a better solution. **(8, 9, and 10)**

**Response:** Elementary school teachers who hold an elementary school (K-6) endorsement will be able to continue to teach basic computer skills and information literacy under the existing authorizations at N.J.A.C. 6A:9B-9.3(b)2ii. Holders of the elementary school endorsement are authorized to teach English language arts, mathematics, science, computer and information literacy, and social studies to students in kindergarten through grade six. Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSLs Standard 8.1, until July 1, 2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement. However, teachers holding elementary school (K-6) endorsements can

continue to teach computer and information literacy full-time and all remaining subjects, including computer science, no more than one half of the daily instructional assignment, pursuant to N.J.A.C. 6A:9B-9.3(b)2ii and iv.

- 65. Comment:** The commenter contended that proposed new N.J.A.C. 6A:9B-10.15 will require a computer science endorsement for all kindergarten through grade six teachers and will negatively impact the implementation of the NJSLS for computer science. The commenter stated that New Jersey will be unable to meet the goal of providing all students with equitable computer science education. The commenter also contended that the proposed regulations will limit the number of STEM and computer science teachers in kindergarten through grade six, particularly in hard-to staff subject areas and geographical locations. **(11)**

**Response:** Elementary school teachers who hold an elementary school (K-6) endorsement will be able to continue to teach basic computer skills and information literacy under the existing authorizations at N.J.A.C. 6A:9B-9.3(b)2ii. Holders of the elementary school endorsement are authorized to teach English language arts, mathematics, science, computer and information literacy, and social studies to students in kindergarten through grade six. Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSLS Standard 8.1, until July 1, 2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement. However, teachers holding elementary school (K-6) endorsements can continue to teach computer and information literacy full-time and all remaining subjects, including computer science, no more than one half of the daily instructional assignment, pursuant to N.J.A.C. 6A:9B-9.3(b)2ii and iv.

- 66. Comment:** The commenter stated that the Department should amend at N.J.A.C. 6A:9B-9.3(b)2ii to add “computer science” to the list of subjects that elementary school endorsement holders are allowed to teach. The commenter stated that preschool through grade three or elementary school endorsement educator preparation programs do not require candidates to take a kindergarten through grade 12 Computer Science Praxis test. The commenter contended that elementary school teachers can utilize strong professional development, as well as training during their educator preparation programs, to develop the skills necessary to support preschool through grade six students' computer literacy skills rather than the requirements proposed at N.J.A.C. 6A:9B-10.15. **(12)**

**Response:** Elementary school teachers who hold an elementary school (K-6) endorsement will be able to continue to teach basic computer skills and information literacy under the existing authorizations at N.J.A.C. 6A:9B-9.3(b)2ii. Holders of the elementary school endorsement are authorized to teach English language arts, mathematics, science, computer and information literacy, and social studies to students in kindergarten through grade six. Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSLS Standard 8.1, until July 1, 2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement. However, teachers holding elementary school (K-6) endorsements can continue to teach computer and information literacy full-time and all remaining subjects, including computer science, no more than one half of the daily instructional assignment, pursuant to N.J.A.C. 6A:9B-9.3(b)2ii and iv.

67. **Comment:** The commenter contended that teachers should not need a computer science endorsement to teach computer science in kindergarten through grade five as proposed at N.J.A.C. 6A:9B-10.15. The commenter stated that there is a shortage of computer science teachers and school districts cannot afford to pay teachers with computer science endorsements to teach in kindergarten through grade five. The commenter suggested that schools offer professional development for elementary school teachers to infuse some basic coding concepts into the lessons elementary teachers already conduct. The commenter also stated that the computer science endorsement should be available in 10 to 15 years in the future. (13)

**Response:** Elementary school teachers who hold an elementary school (K-6) endorsement will be able to continue to teach basic computer skills and information literacy under the existing authorizations at N.J.A.C. 6A:9B-9.3(b)2ii. Holders of the elementary school endorsement are authorized to teach English language arts, mathematics, science, computer and information literacy, and social studies to students in kindergarten through grade six. Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSL Standard 8.1, until July 1, 2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement. However, teachers holding elementary school (K-6) endorsements can continue to teach computer and information literacy full-time and all remaining subjects, including computer science, no more than one half of the daily instructional assignment, pursuant to N.J.A.C. 6A:9B-9.3(b)2ii and iv.

P.L. 2018, c.81 requires the Department to establish a computer science endorsement. Proposed N.J.A.C. 6A:9B-10.15 will implement the law and provide individuals interested in earning the endorsement until July 1, 2027, to meet the requirements. This extended implementation timeline addresses the time necessary for school districts to support educators who want to seek the computer science endorsement.

68. **Comment:** The commenter disagreed with the Department's proposal at N.J.A.C. 6A:9B-10.15 and stated that the content taught at the elementary level does not have anything to do with the Computer Science Praxis test for the high school computer science teachers. The commenter stated that if an elementary school teacher has passed the new Computer Science Praxis test, it would be unreasonable to require the teacher to complete the additional content knowledge of 15 credits of computer science to teach computer science. The commenter contended that any educated teacher will have the content knowledge needed to introduce the basic computer science skills and knowledge that are part of the computer science elements of the NJSL. (14)

**Response:** Elementary school teachers who hold an elementary school (K-6) endorsement will be able to continue to teach basic computer skills and information literacy under the existing authorizations at N.J.A.C. 6A:9B-9.3(b)2ii. Holders of the elementary school endorsement are authorized to teach English language arts, mathematics, science, computer and information literacy, and social studies to students in kindergarten through grade six. Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSL Standard 8.1, until July 1, 2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement. However, teachers holding elementary school (K-6) endorsements can continue to teach computer and information literacy full-time and all remaining subjects, including computer science, no more than one half of the daily instructional assignment, pursuant to N.J.A.C. 6A:9B-9.3(b)2ii and iv.

Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSL Standard 8.1, until July 1, 2027. After

July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement.

- 69. Comment:** The commenters expressed concern regarding the computer science endorsement requirements for kindergarten through grade six teachers at proposed new N.J.A.C. 6A:9B-10.15. The commenters stated that the proposal establishes the same requirements for all computer science teachers in kindergarten through grade 12, including 15 credits and taking the State test of computer science content knowledge. The commenters also stated that no other state has such rigorous requirements for kindergarten through grade six teachers and that the computer science requirement for kindergarten through grade six teachers should be different than high school teachers. The commenters contended that proposed new N.J.A.C. 6A:9B-10.15 will cause New Jersey to lose computer science teachers and students will fall behind in computer science. **(15, 16, 17, 18, and 19)**

**Response:** Elementary school teachers who hold an elementary school (K-6) endorsement will be able to continue to teach basic computer skills and information literacy under the existing authorizations at N.J.A.C. 6A:9B-9.3(b)2ii. Holders of the elementary school endorsement are authorized to teach English language arts, mathematics, science, computer and information literacy, and social studies to students in kindergarten through grade six. Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSLS Standard 8.1, until July 1, 2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement. However, teachers holding elementary school (K-6) endorsements can continue to teach computer and information literacy full-time and all remaining subjects, including computer science, no more than one half of the daily instructional assignment, pursuant to N.J.A.C. 6A:9B-9.3(b)2ii and iv.

Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSLS Standard 8.1, until July 1, 2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement. However, teachers holding elementary school (K-6) endorsements can continue to teach computer and information literacy full-time and all remaining subjects, including computer science, no more than one half of the daily instructional assignment, pursuant to N.J.A.C. 6A:9B-9.3(b)2ii and iv.

- 70. Comment:** The commenter expressed concern regarding the computer science endorsement requirements for kindergarten through grade six teachers at proposed new N.J.A.C. 6A:9B-10.15. The commenter stated that the commenter has been teaching first and second grade computers and STEM for many years and has used many different robots, micro bits, and coding programs with students. The commenter also stated that the commenter teaches all of the first and second grade students in the school district and, if the commenter is not qualified to teach the NJSLS for computer science, it would greatly diminish the level of the school's computer science program. **(20)**

**Response:** Elementary school teachers who hold an elementary school (K-6) endorsement will be able to continue to teach basic computer skills and information literacy under the existing authorizations at N.J.A.C. 6A:9B-9.3(b)2ii. Holders of the elementary school endorsement are authorized to teach English language arts,

mathematics, science, computer and information literacy, and social studies to students in kindergarten through grade six. Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSL Standard 8.1, until July 1, 2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement. However, teachers holding elementary school (K-6) endorsements can continue to teach computer and information literacy full-time and all remaining subjects, including computer science, no more than one half of the daily instructional assignment, pursuant to N.J.A.C. 6A:9B-9.3(b)2ii and iv.

Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSL Standard 8.1, until July 1, 2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement. However, teachers holding elementary school (K-6) endorsements can continue to teach computer and information literacy full-time and all remaining subjects, including computer science, no more than one half of the daily instructional assignment, pursuant to N.J.A.C. 6A:9B-9.3(b)2ii and iv.

71. **Comment:** The commenters expressed concern about proposed new N.J.A.C. 6A:9B-10.15, which will require elementary school teachers to obtain the computer science endorsement and pass the State test of computer science knowledge (Computer Science Praxis test). The commenters stated that requiring elementary school teachers to obtain the computer science endorsement will become a significant restricting factor in staffing and, therefore, make it more difficult to implement quality and equitable computer science education for all students in the State. The commenters also stated that many educators who already teach computer science in the lower grades would reconsider whether they want to continue specializing in computer science instruction if forced to take the Computer Science Praxis test and earn additional credits. The commenters further stated that no other state requires educators to pass the Computer Science Praxis test to teach computer science in elementary schools and most states do not require additional endorsements. The commenters suggested that the Department add “computer science” to the list of subjects at N.J.A.C. 6A:9B-9.3(b)2ii that elementary school (K-6) endorsement holders are allowed to teach. The commenters stated that the suggested change would allow all elementary school teachers to teach computer science without requiring an additional endorsement. The commenters also stated that the suggested change still would provide the opportunity for candidates to obtain the proposed computer science endorsement if they find it valuable. **(21and 24)**

**Response:** The Department disagrees with the commenters. The new computer science endorsement will authorize holders to teach computer science as described in NJSL Standard 8.1 in all New Jersey public schools. The Department disagrees that adding computer science to the list of classes that can be taught by holders of the elementary school (K-6) endorsement is necessary. Elementary school teachers who hold an elementary school (K-6) endorsement will be able to continue to teach basic computer skills and information literacy under the existing authorizations at N.J.A.C. 6A:9B-9.3(b)2ii. Holders of the elementary school endorsement are authorized to teach English language arts, mathematics, science, computer and information literacy, and social studies to students in kindergarten through grade six. Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSL Standard 8.1, until July 1, 2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science



endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement. However, teachers holding elementary school (K-6) endorsements can continue to teach computer and information literacy full-time and all remaining subjects, including computer science, no more than one half of the daily instructional assignment, pursuant to N.J.A.C. 6A:9B-9.3(b)2ii and iv.

The proposed computer science endorsement at N.J.A.C. 6A:9B-10.15 aligns with N.J.S.A. 18A:26-2.26, which authorizes the creation of a computer science education endorsement to the instructional certificate. Computer science is a specialized endorsement, not to be combined with another endorsement. Individuals interested in teaching designated computer science courses aligned to the NJSLs must have a computer science endorsement after July 1, 2027, pursuant to proposed N.J.A.C. 6A:9B-10.15, thereby ensuring that candidates have completed all required coursework and passed the State test of computer science. Certificate holders already teaching computer science will have to complete minimal requirements to obtain the endorsement. Pursuant to proposed new N.J.A.C. 6A:9B-10.15(c), candidates for the computer science endorsement who hold a standard certificate and currently teach computer science as of September 1, 2024, will be eligible for the new endorsement if they receive two effective or highly effective ratings in teaching computer science in the last four years and pass the appropriate State test of computer science content knowledge.

72. **Comment:** The commenters stated that requiring 15 college credits in computer science and passing the Computer Science Praxis test in the subject area is excessive for the level of curriculum being taught in elementary school. The commenters also stated that proposed new N.J.A.C. 6A:9B-10.15 will make it much harder to staff positions. The commenters contended that teachers will no longer want to teach computer science and New Jersey will see an exodus of elementary teachers from this subject area. The commenters stated that teacher shortages in the general education field already exist and contended that instituting the proposed new requirements would reduce the candidate pool even further and result in vacancies. The commenters further contended that the proposal will be detrimental to the students not being taught computer science and could also affect peeking students' interests in computer science or engineering careers in the future. (22, 23, and 81)

**Response:** The Department requires content experts to demonstrate content knowledge in the subject area to earn an endorsement to teach a specific subject area. Proposed new N.J.A.C. 6A:9B-10.15 is consistent with other content-area endorsement requirements, which include content coursework and passing a content knowledge assessment. Computer science is a specialized endorsement, not to be combined with another endorsement. Individuals interested in teaching designated computer science courses aligned to the NJSLs must have a computer science endorsement after July 1, 2027, pursuant to proposed N.J.A.C. 6A:9B-10.15, thereby ensuring that candidates have completed all required coursework and passed the State test of computer science. Certificate holders already teaching computer science will have to complete minimal requirements to obtain the endorsement. Pursuant to proposed new N.J.A.C. 6A:9B-10.15(c), candidates for the computer science endorsement who hold a standard certificate and currently teach computer science as of September 1, 2024, will be eligible for the new endorsement if they receive two effective or highly effective ratings in teaching computer science in the last four years and pass the appropriate State test of computer science content knowledge.

73. **Comment:** The commenters stated that the proposed computer science endorsement at N.J.A.C. 6A:9B-10.15 undermines the current teacher shortage, specifically in mathematics, business education, and technology and engineering education. The commenters also stated that the Department should reevaluate the endorsements required to

teach computer science and instead support educators who are certified to teach mathematics, technology education, and business, which will confirm that the requirements for a stand-alone endorsement in computer science is not required. **(43, 44, and 45)**

**Response:** The Department disagrees with the commenter that the proposed computer science endorsement undermines current teacher shortages. The computer science endorsement at proposed new N.J.A.C. 6A:9B-10.15 is a specialized area requiring specific content courses beyond the content courses required for mathematics, business education, and technology and engineering education endorsements. The proposed computer science endorsement at N.J.A.C. 6A:9B-10.15 aligns with N.J.S.A. 18A:26-2.26, which authorizes the creation of a computer science education endorsement to the instructional certificate. Computer science is a specialized endorsement that cannot be combined with another endorsement. Individuals interested in teaching computer science aligned to the NJSLs must have a computer science endorsement, which will ensure that holders complete all required coursework and pass the State test of computer science. The proposed content requirements for computer science endorsement were developed in collaboration with experts in the computer science field.

74. **Comment:** The commenter contended that, if the new computer science endorsement at N.J.A.C. 6A:9B-10.15 is adopted as proposed, school districts will struggle to find appropriately credentialed candidates for computer classes similar to the difficulties of hiring science, mathematics, and world language teachers. **(57)**

**Response:** The Department disagrees that school districts will struggle to find appropriately certified candidates to teach computer classes if proposed new N.J.A.C. 6A:9B-10.15 is adopted. Individuals interested in teaching designated computer science courses aligned to the NJSLs must have a computer science endorsement after July 1, 2027, as proposed at N.J.A.C. 6A:9B-10.15, thereby ensuring that candidates have completed all required coursework and passed the State test of computer science. Certificate holders already teaching computer science will have to complete minimal requirements to obtain the endorsement. Pursuant to proposed N.J.A.C. 6A:9B-10.15(c), candidates for the proposed computer science endorsement who hold a standard certificate and currently teach computer science as of September 1, 2024, will be eligible for the new endorsement if they receive two effective or highly effective ratings in teaching computer science in the last four years and pass the appropriate State test of computer science content knowledge.

75. **Comment:** The commenter stated that adding the requirements at N.J.A.C. 6A:9B-10.15 is not fair to the overloaded elementary school teachers. The commenter contended that the best way for elementary school teachers to obtain a computer science endorsement would be the completion of training that would allow them to teach computer science, although some school districts cannot provide adequate training. The commenter asserted that training is the best way to teach computer science, along with a requirement to become recertified in the program of choice every three years. **(68)**

**Response:** The Department disagrees with the commenter that the requirements for the proposed computer science endorsement at N.J.A.C. 6A:9B-10.15 will overload elementary school teachers. Elementary school teachers who hold an elementary school (K-6) endorsement will not be required to obtain the computer science endorsement to teach the subject, as they may incorporate technology in kindergarten through grade six, as necessary, under the existing authorizations at N.J.A.C. 6A:9B-9.3(b)2ii. Holders of the elementary school endorsement are authorized to teach English language arts, mathematics, science, computer and information literacy, and social studies to students in grades kindergarten through grade six. As proposed at N.J.A.C. 6A:9B-9.2(a)7, holders of other endorsements may teach computer science as defined in NSLS Standard 8.1 until July 1,

2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Elementary school teachers will be able to continue to teach basic computer skills and information literacy under the existing authorizations at N.J.A.C. 6A:9B-9.3(b)2ii. Also, N.J.A.C. 6A:9B-9.3(b)2iv authorizes holders of the elementary school (K-6) endorsement to teach all remaining subjects up to half of the daily instructional day.

76. **Comment:** The commenter expressed concern with new N.J.A.C. 6A:9B-10.15 and a teacher's ability to pass a test to become certified to teach computer science. The commenter stated that the proposed requirements would cause many teachers in elementary and middle schools and who do not teach Advanced Placement computer science to leave the profession. The commenter also stated that the Department should not be adding more work for computer science teachers because schools already struggle to retain and recruit new teachers. (70)  
**Response:** The Department disagrees with the commenter that a teacher's ability to pass a test to earn the computer science endorsement will cause teachers to leave the profession. The Department has proposed many pathways for teachers to obtain the computer science endorsement. Individuals interested in teaching designated computer science courses aligned to the NJSLs must have a computer science endorsement after July 1, 2027, as proposed at N.J.A.C. 6A:9B-10.15, thereby ensuring that candidates have completed all required coursework and passed the State test of computer science. Certificate holders already teaching computer science will have to complete minimal requirements to obtain the endorsement. Pursuant to proposed N.J.A.C. 6A:9B-10.15(c), candidates for the computer science endorsement who hold a standard certificate and currently teach computer science as of September 1, 2024, will be eligible for the endorsement if they receive two effective or highly effective ratings in teaching computer science in the last four years and pass the appropriate State test of computer science content knowledge.
77. **Comment:** The commenter expressed support for the requirement at proposed new N.J.A.C. 6A:9B-10.15 for new teachers to earn an endorsement in computer science. The commenter expressed concern regarding the impact of the new endorsement on existing teachers who may desire to switch subject areas to computer science. The commenter also stated that the proposed regulations may become a barrier to entry for computer science teachers in New Jersey. The commenter supported the mastery of the subject area through the passage of the State test of computer science content knowledge. The commenter also stated that the additional requirement of 15 postsecondary credit hours in computer science will negatively impact the important goal of having a computer science teacher in every school. (82)  
**Response:** The Department thanks the commenter for the support for the computer science endorsement pathway for new teachers and the requirement to pass the State test of computer science content knowledge. The Department disagrees that the additional requirement of 15 content credit hours to earn the computer science endorsement will become a barrier. The Department has proposed many pathways for teachers to obtain the computer science endorsement. Individuals interested in teaching designated computer science courses aligned to the NJSLs must have a computer science endorsement after July 1, 2027, as proposed at N.J.A.C. 6A:9B-10.15, thereby ensuring that candidates have completed all required coursework and passed the State test of computer science content knowledge. Certificate holders already teaching computer science will have to complete minimal requirements to obtain the endorsement. Pursuant to proposed N.J.A.C. 6A:9B-10.15(c), candidates for the proposed computer science endorsement who hold a standard certificate and currently teach computer science as of September 1, 2024, will be eligible for the endorsement if they receive two effective or highly effective ratings in teaching

computer science in the last four years and pass the appropriate State test of computer science content knowledge.

78. **Comment:** The commenter strongly opposed requiring teachers to hold an endorsement to teach computer science in preschool through grade eight. The commenter stated that the new computer science endorsement will place a huge burden on small school districts when trying to hire teachers, especially if the school district splits roles among teachers due to staffing issues. (6)

**Response:** The Department disagrees with the commenter requiring teachers to hold an endorsement to teach computer science in prekindergarten through grade eight. Elementary school teachers who hold an elementary school (K-6) endorsement will be able to continue to teach basic computer skills and information literacy under the existing authorizations at N.J.A.C. 6A:9B-9.3(b)2ii. Holders of the elementary school endorsement are authorized to teach English language arts, mathematics, science, computer and information literacy, and social studies to students in kindergarten through grade six. Proposed new N.J.A.C. 6A:9B-9.2(a)7 will allow holders of other endorsements to teach computer science, as defined in NJSLS Standard 8.1, until July 1, 2027. After July 1, 2027, a full-time teacher of computer science in preschool through grade 12 must hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15. Therefore, individuals serving as a full-time computer science teacher must hold the computer science endorsement. However, teachers holding elementary school (K-6) endorsements can continue to teach computer and information literacy full-time and all remaining subjects, including computer science, no more than one half of the daily instructional assignment, pursuant to N.J.A.C. 6A:9B-9.3(b)2ii and iv.

79. **Comment:** The commenter requested that current holders of the career and technical education computer science technology endorsement be grandfathered and not required to earn the new computer science endorsement. The commenter stated that holders of the career and technical education computer science technology endorsement exceed the requirements for the new computer science endorsement at proposed new N.J.A.C. 6A:9B-10.15. (56)

**Response:** Proposed new N.J.A.C. 6A:9B-10.15 aligns with N.J.S.A. 18A:26-2.26, which authorizes the creation of a computer science endorsement to the instructional certificate. Computer science is a specialized endorsement that cannot be combined with another endorsement. Individuals interested in teaching designated computer science courses aligned to the NJSLS must have a computer science endorsement after July 1, 2027, as proposed at N.J.A.C. 6A:9B-10.15, thereby ensuring that candidates have completed all required coursework and passed the State test of computer science content knowledge. Educators currently teaching computer science courses may continue using their current endorsement but must obtain the proposed computer science endorsement by July 1, 2027, through one of the proposed multiple pathways. The existing career and technical education computer science technology endorsement authorizes the holder to teach only in approved career and technical education programs in grades nine through 12 in all public schools. Since the authorizations do not align, it is not appropriate to exempt holders of this endorsement from the requirements of the new computer science endorsement.

80. **Comment:** The commenter stated that students should concentrate on how to type or use basic word processing commands before they take a required course in computer science. The commenter also stated that the new requirements of NJSLS Standard 8.1 Computer Science do not include basic computer skills and instead focus more on coding. The commenter contended that children should be exposed to coding multiple times throughout their school career and that a computer science course should not focus on coding if it is required. The commenter also contended that a computer science course

should be geared for different ages and grade levels and that middle school teachers should not have to become proficient in advanced coding to pass a test and continue teaching computer science. (55)

**Response:** The Department disagrees with the commenter. Existing N.J.A.C. 6A:9B-5.17 requires every teacher to demonstrate knowledge and understanding of computers and other educational technology resources and tools, as defined by the New Jersey Professional Standards for Teachers, and includes basic word processing. Coding is part of the computer science endorsement at proposed N.J.A.C. 6A:9B-10.15 in alignment with NJSLS Standard 8.1 Computer Science and includes all grades levels. The NJSLS Standard 8.1 Computer Science ensures that students are taught age-appropriate skills at every grade level. The proposed content requirements for the computer science endorsement were developed in collaboration with experts in the computer science field. To earn the computer science endorsement, candidates must pass the appropriate State test of computer science content knowledge to demonstrate the level of computer science proficiency necessary to teach the content to students.

81. **Comment:** The commenter asked how educators who have been teaching computer science and seek the new computer science endorsement will have to prove that they have been teaching computer science and have earned effective teacher evaluation ratings. (54)

**Response:** As part of the application process for obtaining the new computer science endorsement, the school district where the educator has been teaching computer science will provide verification of employment to the Department. Teacher evaluation ratings are currently reported to the Department.

82. **Comment:** The commenter suggested that proposed new N.J.A.C. 6A:9B-10.15(a) be amended to specify which endorsement areas are acceptable to meet the requirement to hold a standard instructional certificate in another endorsement area. The commenter specifically suggested that the regulation state whether preschool through grade three, elementary school (K-6) or specific subject-area endorsement holders will be eligible to pursue the computer science endorsement. The commenter also suggested that the 15 credit hours of computer science coursework be amended to include a methods course and a course on equitable and inclusive practices in computer science education that meets the needs of all learners. (26)

**Response:** The Department disagrees with the commenter's suggested changes at proposed N.J.A.C. 6A:9B-10.15 because an instructional certificate encompasses all endorsements that are necessary to serve as a classroom teacher, including preschool through grade three, elementary school (K-6), and the content area endorsements. Further, proposed new N.J.A.C. 6A:9B-10.15 is aligned with N.J.S.A. 18A:26-2.26, which authorizes the creation of a computer science endorsement to the instructional certificate.

The Department agrees with the commenter that a methods course is an important requirement for the computer science endorsement. Proposed new N.J.A.C. 6A:9B-10.15(d) requires a three-credit course in methods of teaching computer science. Equitable and inclusive practices are required of all teachers and outlined in the New Jersey Professional Standards for Teachers at N.J.A.C. 6A:9-3.3.

83. **Comment:** The commenter requested the Department amend N.J.A.C. 6A:9B-11.4 to reinstate the "teacher of the handicapped" endorsement because many of the barriers to individuals entering the education field are archaic and have created a teaching shortage. (87)

**Response:** The Department declines the commenter's suggestion to amend N.J.A.C. 6A:9B-11.4 to reinstate the teacher of the handicapped endorsement. The teacher of students with disabilities endorsement is intended to replace the previous teacher of the handicapped endorsement. Under the Individuals with Disabilities Education Act (IDEA), states moved

away from primarily self-contained instructional models for students with disabilities and toward more inclusive settings to provide the least restrictive environment for students with disabilities. This shift required teacher training, expertise, and certification to align with fostering inclusive environments and practices for students with disabilities. The teacher of students with disabilities endorsement requires the holder to also hold an endorsement in another content area, thereby demonstrating both depth of content knowledge and special education expertise to support inclusivity. The Department remains committed to equitable education for all students and contends that reinstating the teacher of the handicapped endorsement would not align with IDEA or produce educators who are content experts trained to address the needs of students with disabilities.

84. **Comment:** The commenter supported the flexibilities provided for the teacher of students with disabilities endorsement at N.J.A.C. 6A:9B-11.4(a)6, as proposed for amendment. The commenter recommended that the Department employ the maximum flexibility permitted by law to increase the supply of qualified candidates for the teacher of students with disabilities endorsement. (1)

**Response:** The Department thanks the commenter for the support of the proposed amendments at N.J.A.C. 6A:9B-11.4(a)6. While the Department is committed to addressing staffing needs while maintaining educator quality, the Department contends that the proposed amendment represents a reasonable balance between the maximum flexibility and maintaining high expectations to broaden the pool of educators while also ensuring qualified educators receive the necessary training to best service a vulnerable student population.

85. **Comment:** The commenter suggested that English as a second language teachers who are not certified in a foreign language should be certified as sheltered instruction teachers because the teaching assignments can be broader in scope. (42)

**Response:** The English as a second language endorsement at N.J.A.C. 6A:9B-11.6 does not require an individual to hold a world language endorsement. In accordance with N.J.A.C. 6A:9B-9.3(a)3ii, English as a second language teachers are authorized to teach students in preschool through grade 12. The Department declines the commenter's suggestion because the current scope is already broad. Additionally, there is no endorsement to the instructional certificate for sheltered instruction.

86. **Comment:** The commenter requested information regarding the middle school science, technology, engineering, and mathematics (STEM) endorsement at proposed new N.J.A.C. 6A:9B-11.9(d). The commenter asked if the proposed State subject-matter test requirement will be a Praxis exam that needs to be created or is there another assessment that would be used for general middle school STEM. (33)

**Response:** Proposed new N.J.A.C. 6A:9B-11.9(d) states that the holders of the middle school with subject-matter specialization endorsement in mathematics or science may be eligible for a middle school with subject-matter specialization endorsement in STEM by passing the necessary State subject-matter test in the additional content area. The educator must take and pass the current middle school Praxis content assessment in the additional mathematics or science content that they are seeking for the STEM endorsement.

87. **Comment:** The commenters stated that the new middle school subject-matter specialization endorsement in STEM at proposed N.J.A.C. 6A:9B-11.9(d) does not address technology or engineering to help the technology and engineering teacher shortage. The commenters proposed adding engineering and technology to the endorsement's authorization at N.J.A.C. 6A:9B-11.9. (43, 44, and 45)

**Response:** The Department disagrees with the commenters that the new middle school subject-matter specialization endorsement in STEM needs to address the technology and

engineering because they are not required subjects in middle school. Due to the overlap and integration of STEM topics at the middle school level, school districts will determine the most appropriate STEM courses that endorsement holders will teach to meet the needs of schools and students. The Department's proposal will allow more flexibility for teachers to gain the middle school STEM endorsement by passing an additional subject-matter content assessment without having to fulfill other endorsement requirements. The additional endorsement will broaden the scope of middle school courses that a holder can teach. The proposed new endorsement will help address issues that school districts are facing in finding and hiring middle school teachers. The proposed new endorsement will create a streamlined pathway for middle school teachers to be dually certified in STEM areas.

- 88. Comment:** The commenter expressed support for the addition of the middle school STEM endorsement at N.J.A.C. 6A:9B-11.9(d). The commenter also requested that computer science be added at N.J.A.C. 6A:9B-11.9(d). **(10)**

**Response:** The Department appreciates the commenter's support for the addition of a middle school STEM endorsement at N.J.A.C. 6A:9B-11.9(d). The Department disagrees that N.J.A.C. 6A:9B-11.9(d) should be amended to add a computer science endorsement at the middle school level because the proposed regulations for computer science endorsement at N.J.A.C. 6A:9B-10.15 align with N.J.S.A. 18A:26-2.26, which authorizes the creation of a computer science education endorsement to the instructional certificate. Computer science is a specialized endorsement that cannot be combined with another endorsement. Individuals interested in teaching designated computer science courses aligned to the NJSLS must have a computer science endorsement after July 1, 2027, as proposed at N.J.A.C. 6A:9B-10.15; thereby, ensuring that candidates have completed all required coursework and passed the State test of computer science. Certificate holders already teaching computer science will have to complete minimal requirements to obtain the endorsement. Pursuant to proposed new N.J.A.C. 6A:9B-10.15(c), candidates for the proposed computer science endorsement who hold a standard certificate and currently teach computer science as of September 1, 2024, will be eligible for the endorsement if they receive two effective or highly effective ratings in teaching computer science in the last four years and pass the appropriate State test of computer science content knowledge.

- 89. Comment:** The commenter expressed support for proposed new N.J.A.C. 6A:9B-11.9(d) and (e) authorizing two new middle school endorsements in STEM and humanities. The commenter stated that the endorsements, if utilized, will help alleviate the teacher shortage by promoting additional staffing flexibilities. **(34)**

**Response:** The Department thanks the commenter for the support.

- 90. Comment:** The commenter requested an amendment at N.J.A.C. 6A:9B-11.10(a)2 as proposed for amendment. The commenter requested an amendment to allow the required valid Cardiopulmonary Resuscitation for Professional Rescuer (CPR) Certificate to also be issued by the Health and Safety Institute (HSI) or other entity determined by the Department to comply with the American Heart Association®, Inc. (AHA) guidelines. The commenter stated that the AHA, the American National Red Cross (ARC), and HSI are the largest CPR training providers in the United States. The commenter also stated that the HSI is nationally accredited by the Commission on Accreditation of Pre-Hospital Continuing Education (CAPCE), which is the national accreditation body for emergency medical services continuing education courses and course providers.

The commenter further stated that the New Jersey Department of Health (NJDOH) accepts valid CPR credentials from entities that are determined to comply with AHA CPR guidelines. The commenter stated that HSI is the successor to the American Safety and Health Institute (ASHI) and EMS Safety, which were entities that were

determined by the NJDOH to comply with AHA guidelines. The commenter contended that the training for HSI, AHA, and ARC are similar. The commenter suggested that the regulation, as proposed for amendment, is unfairly biased for the proprietary CPR training services and products of AHA and the ARC and their subsidiary organizations, which, the commenter contended, all have a vested interest in CPR training. The commenter stated that this bias will have a cost impact by denying licensees the use of a substantially equivalent means of compliance and potentially lower-cost CPR training. The commenter also stated that the rule, as proposed for amendment, has an adverse impact on HSI training centers and authorized instructors in New Jersey by preventing competition on equal and fair terms and will compromise HSI's reputation as an equivalent and accredited training organization. The commenter further stated that HSI training programs are currently accepted and approved by thousands of state agencies, occupational licensing boards, national associations, commissions, and councils in hundreds of occupations and professions. The commenter also stated that the HSI publishes quality assurance standards that meet or exceed regulatory authority requirements. The commenter further stated that HSI is a member of the Council on Licensure, Enforcement, and Regulation and the American National Standards Institute and the American Society for Testing and Materials International. (85)

**Response:** The proposed amendments at N.J.A.C. 6A:9B-11.10 implement parts of a petition for rulemaking from the American Red Cross to adjust the names of safety certificates and other language related to qualifications for teaching swimming, diving, and water safety in New Jersey public schools (see 54 N.J.R. 720(a)). The Department declines to add the HSI as one of the agencies that can issue the CPR certification necessary to be issued the swimming and water safety endorsement. The Department does not have the expertise to determination whether an entity's program is comparable to AHA's guidelines and programs. The Department would need additional information and documentation before considering HSI's inclusion and would have to consult with the New Jersey Department of Health, in accordance with N.J.S.A. 18A:26-2.3.

91. **Comment:** The commenter stated that proposed N.J.A.C. 6A:9B-11.13(a), which creates the potential for certified teachers to earn an add-on endorsement in mathematics and science to teach foundational courses, does not define "foundational courses." The commenter requested the addition of a broad definition for this term to expand the value of an add-on endorsement to teachers, students, and school districts. (2)

**Response:** The Department declines the commenter's request to add a definition of "foundational courses" so school districts can determine the most appropriate courses for educators holding the mathematics and science add-on endorsement to teach. Since school districts offer varied courses, adding a definition would potentially limit school districts in placing appropriately certified staff in classrooms. The Department's goal is to ensure teachers who are still mastering the content are not teaching advanced placement or honors courses until teachers have demonstrated mastery of the content.

92. **Comment:** The commenter expressed opposition to the provision to delete "construction and maintenance" from the list of activities authorized by a school business administrator endorsement at N.J.A.C.6A:9B-12.3(d)2, as proposed for amendment. The commenter stated that current staffing shortages require multiple staff members to have the authority to address construction and maintenance. The commenter also stated that the proposed amendment will restrict a school district's flexibility to require the duties of school business administrators, as well. The commenter further stated that it is beneficial for school districts to allow both school business administrators and other holders of the of the Certified Educational Facilities Manager (CEFM) certification to engage in construction and maintenance activities. (1)



**Response:** The Department disagrees with the commenter because “construction and maintenance” are a responsibility under the CEFM certification administered by the Department’s Office of School Facilities Planning. A CEFM is responsible for the oversight of construction and maintenance. Removing the authorization for the school business administrator at N.J.A.C.6A:9B-12.3(d)2 clarifies the roles but does not prohibit the school business administrator from offering the necessary support to address construction and maintenance activities.

93. **Comment:** The commenter recommended revising the responsibilities of the provisional school administrator’s mentor as proposed at N.J.A.C. 6A:9B-12.4(h). The commenter suggested preserving the district board of education’s important role as an employer by maintaining the requirement for the district board of education to offer input regarding a provisional certificate with a school administrator endorsement, just as that role is preserved for mentors of holders of a provisional certificate with a school business administrator endorsement at proposed N.J.A.C. 6A:9B-12.7(d)4. **(1)**

**Response:** The Department disagrees with the commenter’s suggestion to amend N.J.A.C. 6A:9B-12.4(h). The proposed regulation states that the mentor’s decision does not have to be approved by the district or board of education but does not prohibit the mentor from seeking the district board of education’s input.

94. **Comment:** The commenter requested clarification whether proposed new N.J.A.C. 6A:9B-12.4(g)6 will require mentors to act as agents of the Board of Examiners as there is confusion based on the proposed deletion of existing N.J.A.C. 6A:9B-12.4(j)3. The commenter also requested the Department’s rationale for deleting existing N.J.A.C. 6A:9B-12.4(j)3. **(1)**

**Response:** N.J.A.C. 6A:9B-12.4, as proposed for amendment, has been reorganized to differentiate mentor roles from elements of the mentoring plan. Proposed new N.J.A.C. 6A:9B-12.4(g)6 recodifies the existing language at N.J.A.C. 6A:9B-12.4(j)3 and, thereby, moves the statement that the mentor acts as an agent of the Board of Examiners from the subsection that addresses the mentoring plan to the subsection regarding the mentor’s role. The proposed reorganization does not adjust the mentor’s role, as the mentor will continue to serve as an agent of the Board of Examiners.

95. **Comment:** The commenter thanked the Department for accepting previous recommendations and requested that the Department clarify the process for the issuance of provisional certificates for school business administrators at N.J.A.C.6A:9B-12.7 to align with the proposed amendments to the provisional certificates for teachers and principals. **(88)**

**Response:** The Department thanks the commenter for the support. The Department finds it unnecessary to amend N.J.A.C. 6A:9B-12.7 to provide details of the process for obtaining the provisional administrative certificate for the school business administrator endorsement. N.J.A.C. 6A:9B-12.7(b) outlines the requirements for a candidate to earn a provisional administrative certificate with a school business administrator endorsement, which include possession of a school business administrator CE and an offer of employment in a position requiring the school business administrator endorsement. The Department has not proposed amendments to N.J.A.C. 6A:9B-12.7(b). The provisional process for school business administrators differs from the other roles because of the variation in responsibilities of school business administrators, as there is often one school business administrator in each district.

96. **Comment:** The commenter requested clarification regarding the use of “acting” rather than “interim” administrator at proposed N.J.A.C. 6A:9B-13.1. The commenter stated that school districts seem to use the words interchangeably at times, but the requirements for each vary greatly. **(2)**

**Response:** Pursuant to N.J.S.A. 18:16-1.1, a district board of education may designate a person to act in place of an employee during the employee's absence, disability, or disqualification. An acting administrator serves in that capacity for a limited period of time. If the proposed acting administrator does not have the required standard administrator certificate, N.J.A.C. 6A:9B-13.1, as proposed for amendment, permits the district board of education to apply in writing to the Commissioner, through the executive county superintendent, for permission to employ the person in an acting capacity and stating why it is necessary. An "interim" administrator is a retired administrator who holds a standard administrator certificate who has been granted a retirement allowance and is subsequently employed by a district board of education in an interim capacity not to exceed two years, in accordance with N.J.S.A. 18A:66-53.2.

97. **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 requested the Department amend N.J.A.C. 6A:9B-14.3 and 14.4 to allow a registered nurse with nursing experience to be exempt from the bachelor of science in nursing degree requirement for the school nurse endorsement. (87)

**Response:** The Department declines the commenter's suggestion to amend N.J.A.C. 6A:9B-14.3 and 14.4 to exempt a registered nurse with nursing experience from the bachelor's degree requirement to obtain the school nurse endorsement. A bachelor's degree is required to ensure school nurses are equipped with the necessary general education and college-level courses necessary to serve in the school nurse role, as school nurses are authorized to perform nursing services and provide instruction. School nurse duties are unique to the school setting and do not mirror those of a clinic or medical facility. The preparation of school nurses must reflect these nuances and address the courses required at N.J.A.C. 6A:9B-14.3 and 14.4.

98. **Comment:** The commenter stated the Department continues to violate the mandates of the IDEA and its implementing regulations, which do not permit regular certification for speech language specialist (SLS) to be waived for a provisional certificate as set forth at N.J.A.C. 6A:9B-14.6(e). The commenter also stated that Federal regulations preempt state regulations and, therefore, continued Federal funding for special education can be contingent on states following the IDEA's mandates. The commenter further stated that the CE with the SLS endorsement allows for a tiered approach for a holder to earn the standard certificate and is considered to be compliant with IDEA. However, the commenter asserted that the provisional certificate allows for up to four additional years of practice without earning the standard certificate and, as such appears, to be a waiver of the SLS endorsement requirements. The commenter urged the Department to review the October 4, 2022, memorandum to all state directors of special education from the U.S. Department of Education's Office of Special Education Programs and, if needed, to consult the U.S. Department of Education's Office of Special Education and Rehabilitative Services for further clarification on the issue. (62)

**Response:** The Department disagrees with the commenter. The IDEA requires appropriate licensure or certification, as determined and issued by the licensing authority. Candidates seeking reciprocity for out-of-State licenses are issued a New Jersey certificate 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 SLS. Therefore, N.J.A.C. 6A:9B-14 complies with the IDEA and its regulations.

Existing regulations offer multiple pathways to earn the SLS endorsement but require all candidates to meet the same requirements to earn the standard certificate.

99. **Comment:** The commenter requested the Department amend N.J.A.C. 6A:9B-14.10 to remove the master's degree requirement for the learning disabilities teacher consultant (LDTC) endorsement, which would eliminate a barrier to individuals entering the education field. (87)  
**Response:** The Department declines the commenter's suggestion to amend N.J.A.C. 6A:9B-14.10 to eliminate the master's degree requirement for the LDTC endorsement because this educational services endorsement is intended for professionals with specific training and experience to lead and oversee special education programming, support, and professional development at the school and district level. The role of holders of the LDTC endorsement requires high-level knowledge and expertise in this area through graduate-level programs.
100. **Comment:** The commenter stated that the Department is proposing several changes to the existing reading specialist endorsement at N.J.A.C. 6A:9B-14.13, as well as the creation of an early reading specialist endorsement. The commenter supported early reading specialist endorsement, but asserted that additional changes are required at the school and school district levels to elevate the role of the reading specialist in New Jersey's public schools. The commenter stated that N.J.A.C. 6A:9B-14.13 should better identify what the reading specialist role is within a school or school district and should also focus more on outcomes rather than credits and the number of internship hours. (71)  
**Response:** The Department thanks the commenter for the support. The Department disagrees with the commenter's suggested changes because the reading specialist and the early literacy specialist are unique roles within a school district. The existing reading specialist endorsement for preschool through grade 12 authorizes the holder to conduct in-service training of teachers and administrators; coordinate instruction for students or groups of students having difficulty learning to read; diagnose the nature and cause of a student's difficulty in learning to read; plan developmental programs in reading for all students; recommend methods and materials to be used in the school district reading program; and contribute to the evaluation of the reading achievement of students. The proposed amendments will provide clarity and precision regarding the reading specialist's role by identifying the contributions of the reading specialist and acknowledging the collaboration necessary between the reading specialist and other experts to fully determine and monitor student achievement.
- The proposed new early literacy specialist endorsement allows the holder to support early literacy at the school and school district levels. The early literacy specialist endorsement is part of the Department's focus on literacy development for the early learners. Currently, several individuals with varying levels of training and expertise support the State's youngest readers. Existing training equips reading specialists to support students in kindergarten through grade 12, but the training does not necessarily require a deep understanding of the foundational support essential to serve students in preschool through third grade. The introduction of a new educational services endorsement specific to meeting the literacy development needs of young readers aligns to the Department's goals to create opportunities for all students to be reading at or above grade level by third grade. The proposed endorsement will increase support available to students to actualize this goal.
101. **Comment:** The commenters suggested adding "school" before "library media" at N.J.A.C. 6A:9B-14.14(b) and (c). (28, 36, and 37)  
**Response:** The CE with the SLMS endorsement is an alternate pathway for candidates who have a master's degree in library media studies. Adding "school" before "library media" at N.J.A.C. 6A:9B-14.14(b) and (c) would eliminate CE candidates who may have completed an in-State or out-of-State master's degree in library media studies.

**102. Comment:** The commenter asked if the clinical experience for the SLMS at N.J.A.C. 6A:9B-14.14(c)3 is part of the 36-hour semester credits or if the clinical experience is an additional three semester-hour credit, which would make the SLMS endorsement a total of 39 semester-hour credits. The commenter suggested that the regulation be amended to clearly state that the clinical experience is completed within the 36 semester-hour credits. **(35)**

**Response:** N.J.A.C. 6A:9B-14.14(c)3, as proposed for amendment, requires the clinical experience to be part of the 36 required semester-hour credits. Therefore, the clinical experience can be imbedded into the required coursework and not a specific standalone course if the required clinical experience is completed in a school library media center.

**103. Comment:** The commenters requested assurance that the clinical experience for the SLMS endorsement required at N.J.A.C. 6A:9B-14.14(c)3, as proposed for amendment, is part of the 36 semester-hour course requirement and not an additional three credits over the 36 semester-hour credits. **(28, 36, and 37)**

**Response:** N.J.A.C. 6A:9B-14.14(c)3, as proposed for amendment, will require the clinical experience to be part of the 36 semester-hour credits. Therefore, the clinical experience can be imbedded into the required coursework and not a specific standalone course if the required clinical experience is completed in a school library media center.

**104. Comment:** The commenter stated that proposed N.J.A.C. 6A:9B-14.14(c)3 is unclear. The commenter stated that the use of “and” between the description of the clinical experience and the 36 semester-hours credits implies that the clinical experience is in addition to the 36 semester credits. The commenter suggested that the Department clarify the regulation by replacing “and” with “incorporated within.” The commenter also stated that N.J.A.C. 6A:9B-14.14(e)3 and (i) both cross-reference N.J.A.C. 6A:9B-14.14(b)3, while N.J.A.C. 6A:9B-14.14(g) cross-reference N.J.A.C. 6A:9B-14.14(b)2 and asked if the cross-references need to be adjusted. **(91)**

**Response:** The Department disagrees with the commenter that the use of “and” between the description of the clinical experience and the 36 semester-hours credits implies that the clinical experience is in addition to the 36 semester-hour credit. The clinical experience is included within the 36 semester-hours credits and is not in addition to the requirements.

The Department agrees with the commenter that the cross-references at N.J.A.C. 6A:9B-14.14(e)3, (g), and (i) are incorrect. The correct cross-reference is N.J.A.C. 6A:9B-14.14(c)3. Therefore, the Department proposes at adoption level the following amendments to correct the cross-references.

N.J.A.C. 6A:9B-14.14(e)

3. Complete graduate-level coursework in the school library media topics [listed in  
at [(b)3]] **(c)3** above that were not included in the candidate’s library media  
master’s program. Holders of [the SLMS] **a CEAS with the SLMS endorsement**  
are exempt from this requirement;

N.J.A.C. 6A:9B-14.14

- (g) Upon completion of the residency period, the supervisor shall complete a  
comprehensive evaluation report on the candidate’s performance based on the

candidate's ability to complete the job duties [in] **at** (a) above and to implement the theoretical concepts [in] **at** [(b)3]] **(c)3** above. The supervisor shall discuss the evaluation report with the candidate and both shall sign the report. The **residency supervisor shall submit the** completed evaluation [shall be submitted] to the Office.

The evaluation on each candidate shall include one of the following recommendations:

- (i) The holder of a standard educational services certificate with an associate school library media specialist (ASLMS) endorsement shall be eligible for the SLMS upon completion of the requirements [in] **at** [(b)3]] **(c)3** above.

**105. Comment:** The commenters requested that N.J.A.C.6A:9B-14.14(e)4i(1) be amended to identify the New Jersey Association of School Librarians as an established program to meet the needs for mentors of SLMS candidates. **(28, 37, and 38)**

**Response:** The Department declines to designate the New Jersey Association of School Librarians as the sole provider of SLMS mentors in New Jersey. N.J.A.C. 6A:9B-14.14(e)4i(1), as proposed for amendment, will allow a Commissioner-approved mentoring program to provide a SLMS mentor if no experienced SLMS is available within the school district to mentor the candidate. If the proposed amendments are adopted by the State Board of Education, then the New Jersey Association of School Librarians can apply to be a Commissioner-approved mentoring program.

**106. Comment:** The commenters requested that the Department sunset the requirements for the associate school library media specialist (ASLMS) endorsement at N.J.A.C. 6A:9B-14.15. The commenters also requested the Department allow a window of time provided for individuals enrolled in ASLMS educator preparation programs to complete the endorsement requirements. The commenters stated that the level of preparation necessary to serve in the role is aligned to the SLMS endorsement, which is supported by research and reflects current best practices for the training of professional school librarians. **(28, 37, and 38)**

**Response:** The Department agrees with the commenters and, prior to the State Board's approval of the rulemaking at proposal level, proposed amendments at N.J.A.C. 6A:9B-14.15 to sunset the ASLMS endorsement effective September 1, 2027. The proposed timeline will allow candidates currently in ASLMS educator preparation programs to complete them and earn the endorsement.

**107. Comment:** The commenter requested a copy of the proposed amendments to the ASLMS endorsement and any insight into the grandfathering of current students in the related educator preparation programs. **(59)**

**Response:** The proposed amendments at N.J.A.C. 6A:9B-14.15 can be found on the Department's [proposed rules webpage](#) and in the [notice of proposal](#) regarding N.J.A.C. 6A:9B that was published in the New Jersey Register (see 54 N.J.R. 2292(a)). The Department agrees with the commenters and, prior to the State Board's approval of the rulemaking at proposal level, proposed amendments at N.J.A.C. 6A:9B-14.15 to sunset the ASLMS endorsement effective September 1, 2027. The proposed timeline will allow candidates currently in ASLMS educator preparation programs to complete them and earn the ASLMS endorsement.

- 108. Comment:** The commenter stated that the proposed amendments at N.J.A.C. 6A:9B-14.18 indicate that the holder of the educational interpreter endorsement must have a degree and meet both the performance and written test requirements, in addition to the requirement of either course credits or a certificate in educational interpreting. The commenter suggested that the requirements should be a degree, the performance test, a GPA of at least 3.5, and one of the following: a written test, 12 credit hours, or a certificate in educational interpreting. **(90)**  
**Response:** The Department appreciates the commenter's position. The Department will thoroughly review the rules regarding the educator interpreter endorsement requirements in conjunction with the commenter's suggestion, gather additional information on the issue, and determine the appropriateness of the commenter's proposal for a future rulemaking.
- 109. Comment:** The commenter expressed support for the proposed amendments at N.J.A.C. 6A:14.18. The commenter stated that educational interpreters play a crucial role in the academic experience of deaf and hard of hearing students and that having the most skilled and qualified interpreters in the classroom working with children is a vital component of the educational experience. **(82)**  
**Response:** The Department thanks the commenter for the support.
- 110. Comment:** The commenter requested the deletion of N.J.A.C. 6A:9B-14.19(b)2iii and 14.20(b)2iii, which require teachers serving as coordinators supervising career and technical education students who are participating in cooperative education experiences to hold the cooperative education coordinator (CEC) - hazardous occupations and the CEC endorsements, respectively. The candidate stated that the required two graduate-level college courses in instructional strategies for work-based education and career information/occupational guidance creates a significant barrier to acquire the CEC endorsements for CTE teachers who have not completed a bachelor's degree program. The commenter suggested that both sections be amended to add language to require the Department to collaborate with county vocational school districts, colleges, and educator preparation programs to develop an equivalent Department-approved program for instructional strategies for work-based education and career information/ occupational guidance. **(39)**  
**Response:** The Department remains committed to maintaining high standards for individuals serving as CECs. The requirements at N.J.A.C. 6A:9B-14.19 and 14.20 are necessary to ensure educators serving in the roles receive the appropriate training. The Department declines the commenter's suggestion to amend regulations that would require the Department to develop programs, as educator preparation program development is outside of the Department's purview. The Department entrusts experts at colleges, universities, and school districts to adequately prepare teachers to serve as CECs. The Department also does not regulate the modalities through which colleges offer coursework. N.J.A.C. 6A:9B-14.19 and 14.20 allow collaboration among county vocational school districts, colleges, and educator preparation programs to develop an equivalent Department-approved program.
- 111. Comment:** The commenter requested that the Department delete the requirement at N.J.A.C. 6A:9B-14.20(b) for candidates to hold an instructional certificate with a CTE endorsement to obtain the CEC endorsement because this excludes other certified educators from pursuing this endorsement. Alternatively, the commenter suggested that the endorsement be issued to individuals with a school counselor endorsement because school counseling preparation includes career training. **(40)**  
**Response:** The Department declines to propose the commenter's suggestion because the CEC endorsement is specifically designed to service students completing apprenticeships or cooperative educational experience within a CTE program. The coordinator assigned to oversee, and support apprenticeships or cooperative educational experiences is an

expert in the industry and understands the CTE learning and working environment. The requirement at N.J.A.C. 6A:9B-14.20(b)1 to hold a standard instructional certificate with a CTE endorsement confirms that the educator has successfully taught in a CTE environment and is well positioned to support students during apprenticeships and cooperative educational experiences. N.J.A.C. 6A:19-4.2(b) allows school districts to appoint other staff members, including school counselors, to oversee structured learning experiences outside of an approved CTE environment. Therefore, the Department finds it unnecessary to adjust requirements for the CEC endorsement.

- 112. Comment:** The commenter expressed support for the Department’s goal of having all students reading by grade three. The commenter expressed appreciation for the sharpened focus on literacy and on developing teaching staff members who can lead and develop literacy strategies for all grade levels, subjects, and student groups. The commenter urged the Department to use caution before adopting at N.J.A.C. 6A:9B-14.23 the new early literacy specialist endorsement for prekindergarten through grade three that will be required to serve in certain positions beginning in the 2026-2027 school year. The commenter stated that amendments are necessary to avoid additional staffing shortages in this critical area. The commenter recommended that all existing reading teachers who have performed the functions envisioned for this endorsement in school districts for three years be automatically eligible for the endorsement. The commenter stated that the requirement at N.J.A.C. 6A:9B-14.23(b) should be 15 credits and not 18 credits, as proposed. **(2)**

**Response:** The Department declines to adopt the commenter’s suggestion to automatically issue the early literacy specialist endorsement to reading teachers currently performing the duties of an early literacy specialist because the specific training and coursework topics required to obtain the endorsement are research-based and deemed essential for individuals who will offer reading interventions for early readers. Holders of the existing reading specialist endorsement are authorized to service students in all grades. The Department also declines the commenter’s suggestion to reduce the number of credits required for the early literacy specialist endorsement because the proposed 18 semester-hour credits aligns with the required topics.

- 113. Comment:** The commenter requested that students who are gifted and talented and are able to excel in regular classes be permitted to complete high school in two years and attend community college for two years to obtain an associate degree. The commenter stated that this kind of program will keep students engaged and meeting their potential. **(42)**

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

- 114. Comment:** The commenter stated that, in an effort to foster, develop, and sustain relationships with other countries’ education departments, the Department should bring visiting teachers to New Jersey to support world language programs. The commenter stated that it might be helpful to reference the teacher exchange model from “The Japan Foundation.” **(67)**

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

### **Agency-initiated Changes**

1. The Department proposes a technical change at N.J.A.C. 6A:9B-8.3(f) and 8.8(b). During the editing process, “state-approved” was inadvertently capitalized as “State-approved,” which altered the meaning by indicating that the performance assessment is approved by New Jersey. Since the performance assessment referenced can be approved by another state and the two regulations reference certificates issued through interstate reciprocity, the Department proposes at adoption level to revert to existing language as follows:

N.J.A.C. 6A:9B-8.3

- (f) A candidate who meets all requirements [in] **at** N.J.A.C. 6A:9B-8.2(a)1 through 5 but did not take a [state-approved] **[[State-approved]] state-approved** performance assessment because it was not required for educator preparation program completion [and/or] **or** for [certification in] **completion of** an out-of-State **certification** program [attended], pursuant to N.J.A.C. 6A:9B-8.2(b), shall be issued a CE. The candidate shall meet all requirements for provisional and standard certification, pursuant to N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but shall be exempt from:

N.J.A.C. 6A:9B-8.8

- (b) A candidate who meets all requirements [in] **at** (a)1 and 2 above but did not take a [state-approved] **[[State-approved]] state-approved** performance assessment because it was not required for educator preparation program completion [and/]or for certification in that state shall be issued a CE. The candidate shall meet all requirements for provisional and standard [certification] **certificates** pursuant to N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but shall be exempt from:

*Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the New Jersey Administrative Code portion of this document reflects the rule as it is being put forth at adoption level.*

2. The Department proposes a technical change at N.J.A.C. 6A:9B-9.1(a)1iii to delete “a,” which was inadvertently not deleted during the editing process. The Department proposes at adoption level to amend the regulation as follows:
- iii. Complete at least 30 credits in a coherent sequence of courses appropriate to the subject area as documented by an official transcript from [a regionally] **an** accredited college or university, of which 12 semester-hour credits must be at the advanced level of study, including junior-, senior-, or graduate-level study as documented by the official transcript of **[[a]]** [four-year regionally] **an** accredited college or university;



*Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the New Jersey Administrative Code portion of this document reflects the rule as it is being put forth at adoption level.*

3. The Department proposes a technical change at N.J.A.C. 6A:9B-11.2(a)3i. During the editing process, “addresses” was inadvertently changed to “address.” The Department proposes at adoption level to amend the regulation as follows:
  - i. Child development and learning, including studies designed to foster understanding of the dynamic continuum of development and learning in children from birth through age eight. Required topics are cognitive and linguistic factors that affect learning and development; the creation of a climate that fosters and nurtures diversity and [equity] **equitable opportunities** for all children, including [those] **children** who are limited English proficient and [those] **children** with [special needs] **disabilities**, and that address[es]**es** multiple intelligences and diverse learning styles; the integration of play; and language and literacy across the curriculum;
4. The Department proposes technical changes at N.J.A.C. 6A:9B-11.9(e)1 to clarify that holders of the middle school certificate with subject-matter specialization endorsement in humanities are authorized to teach social and civic engagement courses. During the editing process, a comma inadvertently was added after “social.” The Department proposes at adoption level to amend the regulation as follows:
  1. **Holders of the middle school with subject-matter specialization endorsement in humanities shall be authorized to teach English language arts, social studies and related literature, and social[,], and civic engagement courses in grades five through eight in all public schools.**

*Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the New Jersey Administrative Code portion of this document reflects the rule as it is being put forth at adoption level.*

5. The Department proposes a technical change at N.J.A.C. 6A:9B-11.11(b)2 to delete “in,” which was inadvertently not deleted during the editing process. The Department proposes at adoption level to amend the regulation as follows:
  2. Complete one of the educator preparation program alternatives  
culminating in clinical practice appropriate to **the Elementary School**

Teacher K-6 [as designated] **endorsement in accordance with** [[in]]

N.J.A.C. 6A:9B-8.2; and

*Note: The rule text provided above reflects the progression of the rule proposal. The rule text included in the New Jersey Administrative Code portion of this document reflects the rule as it is being put forth at adoption level.*



PHILIP D. MURPHY  
*Governor*

SHEILA Y. OLIVER  
*Lt. Governor*

**State of New Jersey**  
DEPARTMENT OF EDUCATION  
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**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:9B, State Board of Examiners and Certification

Reason for Action: Readoption with Amendments and New Rules

Authority: N.J.S.A. 18A:4-15, 18A:6-34 and 38, and 18A:26-1, 2.7, and 10; and P.L. 2012, c. 11

Sunset Date: November 11, 2022

### **Summary**

The Department of Education (Department) proposes to readopt N.J.A.C. 6A:9B, State Board of Examiners and Certification, with amendments, repeals, and new rules. The chapter governs the professional development of active teachers and school and school district leaders, as well as mentoring of novice teachers.

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. N.J.A.C. 6A:9B was most recently readopted in 2015. New rules at N.J.A.C. 6A:9B-11A to establish the teacher leader endorsement to the instructional certificate were adopted in May 2019. New rules at N.J.A.C. 6A:9B-8A and amendments at N.J.A.C. 6A:9B-5.6 that became effective on July 5, 2022, implemented the limited certificate of eligibility (limited CE) and limited certificate of eligibility with advanced standing (limited CEAS) pilot program.

Existing N.J.A.C. 6A:9B sets forth the State's system of certifying educators, including teachers, school and school district administrators, and educational services personnel. The chapter authorizes the issuance of instructional, administrative, and educational services certificates. N.J.A.C. 6A:9B includes the requirements for a candidate to be eligible for a certificate of eligibility with advanced standing (CEAS), often called the "traditional route," or a certificate of eligibility (CE), often called the "alternate route." Both the CE and CEAS enable certificate holders to seek and obtain employment in a public school in New Jersey. Upon employment, CE and CEAS holders receive a provisional certificate and enter the provisional teacher program. CE holders also are required to enter an educator preparation program at this time. A standard

certificate, which does not expire, is issued upon successful completion of the provisional teacher program. The CE, CEAS, provisional, and standard certificates are all issued with at least one endorsement that allows the certificate holder to teach a specific grade level or subject.

Other certificates available include those for school administrators, school business administrators, principals, and supervisors. There is a three-step certification process for school administrators, school business administrators, and principals: obtaining a CE, receiving a provisional certificate (legalizing employment and induction), and undergoing mentoring and a residency to earn a standard certificate and, therefore, become permanently certified.

Educational services certificates are issued to support service personnel, including, but not limited to, school social worker, school psychologist, learning disabilities teacher-consultant, student assistance coordinator, and school nurse. For most educational services certificates, the only option is to apply for a standard certificate. The three areas of exception are student assistance coordinator, associate library media specialist, and school library media specialist, for which candidates may apply for a CE, CEAS, or standard certificate.

The chapter also contains rules about reciprocity for individuals who hold a teaching certificate issued by another state, substitute teacher certificates, and the State Board of Examiners' authority and proceedings.

The changes proposed at N.J.A.C. 6A:9B in this rulemaking and at N.J.A.C. 6A:9, 6A:9A, 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 several recently enacted State laws that created new endorsements for instructional certificates or altered the requirements for existing endorsements. Coupled with the new rules that establish a five-year pilot program to issue the limited CE or limited CEAS to eligible candidates to work in participating school districts, the Department anticipates that the proposed changes 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 changes to the State's system of educator preparation, certification, mentoring, and professional development also will 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.

As the Department filed this notice of proposal on November 10, 2022, which is prior to the existing expiration date of November 12, 2022, the chapter expiration date is extended 180 days to May 11, 2023, pursuant to N.J.S.A. 52:14B-5.1.c(2).

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

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

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

This section provides the chapter's scope, which is to set forth the rules governing the licensure of educators or candidates required to be certified. The chapter also contains the rules regarding the organization, powers, and duties of the State Board of Examiners and its proceedings.

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

This section sets forth the chapter's purpose, which is to establish a licensure system based on professional standards for pre-service preparation and certification that continuously serves to improve the quality of instruction for New Jersey's children to prepare them for college and careers. The licensure system functions along a continuum of rigorous pre-professional preparation, certification, and professional development to better prepare educators to support improved student achievement of the New Jersey Student Learning Standards (NJSLS).

The Department proposes to amend N.J.A.C. 6A:9B-1.2(a) to replace "college and careers" with "post-secondary education and/or careers." The proposed amendment will better reflect the paths available to students after graduating high school.

## **Subchapter 2. Definitions**

### **N.J.A.C. 6A:9B-2.1 Definitions**

This section provides that the definitions at N.J.A.C. 6A:9-2.1 also apply to this chapter.

## **Subchapter 3. State Board of Examiners**

This subchapter sets forth who comprises the Board of Examiners and its general organization, as well as its duties and powers.

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

This section contains rules governing the composition of the Board of Examiners, the duration of appointment for members, the appointment of committees, and the Board of Examiners' required meetings.

### **N.J.A.C. 6A:9B-3.2 Powers and duties**

This section describes the powers and duties of the Board of Examiners.

The Department proposes to restructure and recodify N.J.A.C. 6A:9B-3.2(a) as new N.J.A.C. 6A:9B-3.2(a), (a)1, (a)2, (a)3, and (b) for clarity. The rules allow the Board of Examiners to issue, revoke, or suspend certificates and to refuse to issue a certificate.

The Department proposes to delete existing N.J.A.C. 6A:9B-3.2(b), which allows the Board of Examiners to suspend or revoke certificates pursuant to N.J.A.C. 6A:9B-4.4, because it is repetitive of newly codified N.J.A.C. 6A:9B-3.2(a)2, as proposed for amendment.

The Department proposes to amend N.J.A.C. 6A:9B-3.2(c)5, which allows the Board of Examiners to maintain reciprocal agreements with other states and territories concerning the certification of educational practitioners. The Department proposes to replace "educational practitioner" with "teaching staff member" to ensure the broader group of staff members are included. "Teaching staff member" is also a defined term at N.J.A.C. 6A:9-2.1 and N.J.S.A. 18A:1-1.

### **N.J.A.C. 6A:9B-3.3 Board of Examiners procedure**

The Department proposes new N.J.A.C. 6A:9B-3.3 to establish rules regarding the procedures of the Board of Examiners.

Proposed new N.J.A.C. 6A:9B-3.3(a) states that public meetings of the Board of Examiners shall be governed by Robert's Rules of Order Newly Revised (12th Edition), as amended and supplemented.

Proposed new N.J.A.C. 6A:9B-3.3(b) states requires regular meetings of the Board of Examiners to be held at such time, place, and on such dates as established by the Board of Examiners. The proposed subsection also requires notice of such meetings to be made in accordance with N.J.S.A. 10:4-6 et seq., the Senator Byron M. Baer Open Public Meetings Act.

Proposed new N.J.A.C. 6A:9B-3.3(c) allows special meetings to be called by the Board of Examiners' chairperson at any time or at the request of any three members. The proposed regulation also requires three days' notice of any special meeting to be given to each member of the Board of Examiners. The proposed regulation further requires the Board of Examiners to provide "adequate notice" of special meetings, as that term is defined at N.J.S.A. 10:4-8.

Proposed new N.J.A.C. 6A:9B-3.3(d) states that a quorum shall consist of a majority of the number of currently seated voting members of the Board of Examiners.

Proposed new N.J.A.C. 6A:9B-3.3(e) will allow the Board of Examiners, by majority vote, to remove a member of the Board of Examiners who is absent from three consecutive public meetings without good cause.

#### **Subchapter 4. State Board of Examiners' Proceedings**

This subchapter sets forth the procedures that the Board of Examiners and a candidate for certification or a certificate holder must follow regarding the suspension or revocation of a certificate and the barring of a candidate from receiving a certificate.

##### **N.J.A.C. 6A:9B-4.1 Conduct barring candidate from certification**

This section allows the Board of Examiners to refuse to issue a certificate to a candidate who meets all certification requirements if the Board of Examiners determines, based on the record before it, that the candidate is not suitable for employment as a teaching staff member in the public schools for reasons set forth at N.J.A.C. 6A:9B-4.4.

The Department proposes to add "[t]his refusal shall be known as a blocked application." The Board of Examiners cannot revoke a license that has not been issued. However, the proposed amendment will codify the Board of Examiners' ability to prevent applicants denied a certificate due to prior misconduct from seeking certification in the future.

##### **N.J.A.C. 6A:9B-4.2 Candidates to provide information regarding criminal history**

This section establishes the requirements a candidate for a certificate must follow to disclose a criminal conviction.

The Department proposes to amend the first sentence at N.J.A.C. 6A:9B-4.2(b), which requires the Board of Examiners to review all information the candidate provides and determine whether the candidate's criminal history is such that the candidate should not receive a certificate. The Department proposes to add "or designee" after "Board of Examiners." At times, the Board of Examiners relies on experts in law and certification to review criminal histories and make recommendations.

### **N.J.A.C. 6A:9B-4.3 School district and candidate reporting responsibility**

This section sets forth when a chief school administrator must disclose to the Board of Examiners information regarding a certificate holder's criminal indictment or conviction. This section also establishes a school district's responsibility to cooperate with the Board of Examiners in proceedings that arise from the information the school district provided. This section further requires school districts to notify all employees new to the school district and to notify, annually, all employees of the specific requirements for reporting their arrest or indictment for any crime or offense.

The Department proposes to amend N.J.A.C. 6A:9B-4.3(a)1, which requires the chief school administrator to notify the Board of Examiners when tenured teaching staff members who are accused of criminal offenses or unbecoming conduct leave or retire from their positions. The Department proposes to replace "or retire" with "retire, are suspended, or are placed on administrative leave." The proposed amendment will require the chief school administrator to notify the Board of Examiners for reasons other than resignation or retirement.

The Department proposes at N.J.A.C. 6A:9B-4.3(a)2, which requires the chief school administrator to report to the Board of Examiners all nontenured teaching staff members, including substitute teachers, who are accused of criminal offenses or unbecoming conduct and they resign, retire, or are removed from their positions. The Department proposes to add "and any certificate holders working in school buildings as volunteers or as employees of a third-party vendor" after "teachers." This reporting is a safety measure to minimize the risk of the same individual seeking employment or access to students in other public school buildings.

The Department proposes to amend N.J.A.C. 6A:9B-4.3(a)3, which requires the chief school administrator to report to the Board of Examiners a certificate holder who fails to maintain any license, certificate, or authorization that is mandated pursuant to this chapter for the holder to serve in a position. The Department proposes to replace "certificate holder" with "teaching staff member" because the latter term is more appropriate for the regulation. "Certificate holder" includes individuals who hold a CE or CEAS with an instructional endorsement but have yet to secure employment. The Department proposes the same amendment throughout the chapter, where necessary.

The Department proposes to amend N.J.A.C. 6A:9B-4.3(b), which requires a school district to cooperate with the Board of Examiners in any proceeding arising from an order to show cause issued by the Board of Examiners and based on information about the certificate holder that the school district provided. The Department proposes to replace "in any proceeding arising from an order to show cause issued by" with "as requested to assist." The Department also proposes to replace "and based on information about the certificate holder that the school district provided" with "in executing its functions." The Department further proposes to add "[c]ooperation shall include, but not be limited to, providing documents, videos, emails, and investigative notes." The proposed amendments will expand the type of proceeding beyond an order to show cause for which the Board of Examiners may need assistance from the school district. The proposed amendments also clarify the type of information that may be requested.

The Department proposes new N.J.A.C. 6A:9B-4.3(c)3 to require a certificate holder to report to their chief school administrator, the suspension or revocation of any other license, certificate, or authorization issued by a state or Federal agency or body. The proposed paragraph will also require the report to be made within seven calendar days of the notification date of the suspension or revocation of the license, certificate, or authorization. The proposed regulation will provide critical notice to the chief school administrator, as agencies outside the Department do

not always notify the Board of Examiners regarding revocations of licenses that fall outside of education (for example, a registered nurse license).

#### **N.J.A.C. 6A:9B-4.4 Grounds for revocation and suspension of certification**

This section establishes when the Board of Examiners can revoke or suspend a certificate.

#### **N.J.A.C. 6A:9B-4.5 Revocation or suspension of certificates**

This section sets forth the responsibilities of both the Board of Examiners and the certificate holder when charges to suspend or revoke a certificate are brought against a certificate holder.

The Department proposes to replace the section heading with “process for initiating action against educator certificates” to better reflect the section’s content.

The Department proposes to restructure N.J.A.C. 6A:9B-4.5(a)4, which allows the Board of Examiners to issue an order to show cause to a certificate holder if it determines the holder’s conduct warrants the revocation or suspension of the certificate(s) because the Board of Examiners receives notice that a teaching staff member who is certified in New Jersey and who also holds a teaching certificate in another state has had action taken against the certificate by the other state, as new N.J.A.C. 6A:9B-4.5(a)4 and (a)4i and ii with amendments for clarity. The Department proposes to reorganize the regulation to state that the Board of Examiners can issue an order to show cause when notified when another state has taken action against a teaching staff member’s certificate in that state and that teaching staff member also holds a certificate in New Jersey.

The Department proposes to amend N.J.A.C. 6A:9B-4.5(a)8, which allows the Board of Examiners to issue an order to show cause when the Commissioner of the Department (Commissioner) recommends to the State Board of Examiners the revocation of the certification of the superintendent, assistant superintendent, or school business administrator based on information received from a school district in which the certificate holder is employed. The Department proposes to add “or an individual operating in such capacity as authorized pursuant to N.J.A.C. 6A:9B-12.3” after “assistant superintendent” to allow the Board of Examiners to issue an order of show cause to an individual working in an administrative capacity authorized pursuant to N.J.A.C. 6A:9B-12.3.

#### **N.J.A.C. 6A:9B-4.6 Procedures for revoking or suspending a certificate**

This section establishes the procedure after a charge has been brought to suspend or revoke a certificate holder’s certificate.

The Department proposes to amend N.J.A.C. 6A:9B-4.6(a), which states that the Board of Examiners shall determine, by public vote, whether to initiate a revocation or suspension proceeding. The regulation also states that, in cases where the Board of Examiners moves for revocation or suspension, the Secretary of the Board (Secretary) shall issue an order to show cause stating the specific charges that form the grounds of the revocation or suspension proceeding. The Department proposes to replace “a revocation or suspension proceeding” with “action against the certificate holder” and “moves for revocation or suspension” with “votes to initiate action against the certificate holder,” respectively. The proposed amendments more concisely encapsulate the Board of Examiners’ actions and further detail that the Board of Examiners will vote to commence an action rather than move to do so.

The Department proposes to amend the second sentence at N.J.A.C. 6A:9B-4.6(b), which states that the answer shall not generally deny the charges, but shall respond specifically to each



allegation. The Department proposes to delete “shall not generally deny the charges, but.” The Department also proposes to add at the end “[t]he Board of Examiners shall not accept general denials and shall deem them an admission.” The proposed amendments will require certificate holders to address each accusation in detail to provide adequate information for the Board of Examiners to make a decision on a suspension or revocation. Without information provided by the certificate holder, the assumption will be that there is an admission of the charge. The proposed amendment will ensure the Board of Examiners’ process is widely available to the public and individuals impacted.

The Department proposes to amend the second sentence at N.J.A.C. 6A:9B-4.6(e), which requires the certificate holder to submit an original and 18 copies of all response papers within 30 days from the hearing notice’s mailing date. The Department proposes to delete “an original and 18 copies of” because the Board of Examiners has moved to electronic communication. The Department proposes the same or similar amendments throughout the chapter.

The Department proposes recodify existing N.J.A.C. 6A:9B-4.6(j) as new N.J.A.C. 6A:9B-4.6(i). The subsection sets forth the process for the certificate holder to request and receive an extension of time for filing an answer or hearing brief, pursuant to N.J.A.C. 6A:9B-4.6(c) and (e), respectively, as long as the application for the extension is submitted, in writing, prior to the expiration of the 30 days for filing the answer or the hearing brief. This action would occur before the Office within the Department that is assigned to provide staff support to the Board of Examiners (Office) would review or refuse to issue a new certificate as set forth at recodified N.J.A.C. 6A:9B-4.6(j).

The Department proposes to amend recodified N.J.A.C. 6A:9B-4.6(j), which allows the Office to refuse to issue a new certificate to a certificate holder who is otherwise eligible for the additional certificate if the holder is the subject of pending action to revoke or suspend the holder’s certificate(s). The Department proposes to add new N.J.A.C. 6A:9B-4.6(j)2, 3, and 4, to include “[a] blocked application, pursuant to N.J.A.C. 6A:9B-4.1,” “[a] criminal action in any state or jurisdiction,” or “[a]n administrative action or investigation by a state or Federal agency or other governmental body” as additional circumstances for which the Office may refuse to issue a new certificate to a certificate holder who is otherwise eligible. The proposed amendments will ensure that the Board of Examiners is not obligated to issue new certificates while an applicant is the subject of pending criminal charges, administrative action, or other concerning conduct.

The Department proposes new N.J.A.C. 6A:9B-4.6(k) to state that all filings made pursuant to this section shall be accepted through electronic submission.

#### **N.J.A.C. 6A:9B-4.7 Revoked and suspended certificates**

This section sets forth the procedures after the Board of Examiners orders the revocation or suspension of a certificate.

The Department proposes to amend the section heading to “return of certificates and notification after revocation or suspension of certificates” to reflect the section’s content more accurately.

The Department proposes to amend N.J.A.C. 6A:9B-4.7(a), which requires a certificate holder who has had a certificate revoked or suspended by the Board of Examiners to surrender the certificate to the Secretary of the Board within 30 days after the mailing date of the revocation or suspension order. The Department proposes to add “if the certificate holder was issued a paper certificate” at the end because the Department stopped issuing paper certificates approximately seven years ago.

The Department proposes to amend N.J.A.C. 6A:9B-4.7(c), which allows the Board of Examiners to reinstate a suspended certificate at the end of the suspension period, provided the certificate holder has met all conditions that the Board of Examiners established. The Department proposes to add “in the suspension decision” after “established” to specify where the conditions can be found. The Department also proposes to require that the certificate holder must notify the Board of Examiners, in writing, of the outcome of the underlying criminal matter if a suspension is pending an outcome of an underlying criminal proceeding. The notification requirement will ensure that the Board of Examiners will make an appropriate and timely suspension decision. The Department also proposes to add that the pending suspension shall continue until the certificate holder presents new information relating to the disposition of the criminal charge and the Board of Examiners takes action on the new information. The proposed amendment will prevent the Board of Examiners from reinstating a certificate that may require future action dependent upon the outcome of outstanding charges.

The Department proposes new N.J.A.C. 6A:9B-4.7(d) to require that “[a]ll decisions of the State Board of Examiners shall be published and publicly available. Decisions contain detailed information on the nature of the conduct and the penalty for such conduct.” The new regulation will provide notice to certificate holders that all final Board of Examiners’ decisions, which are public documents, are posted online.

#### **N.J.A.C. 6A:9B-4.8 Suspension of certificates for failure to give notice of intention to resign**

This section allows the Commissioner to suspend the certificate of a district board of education employee who ceases, without the district board of education’s consent, to perform the teacher’s duties prior to the expiration of employment.

#### **N.J.A.C. 6A:9B-4.9 Application for certification after revocation**

This section governs when an individual who has had a certificate revoked can and cannot apply for, and be issued, a new certificate.

The Department proposes to amend the section heading by adding “or block” after “revocation.”

The Department proposes to amend N.J.A.C. 6A:9B-4.9(c)3, which prohibits the Board of Examiners from issuing a new certificate to any candidate who is ordered to forfeit certification as part of a plea bargain. The Department proposes to replace “certification” with “a certificate(s) or public employment” to prevent individuals removed from employment due to misconduct from seeking a certificate in the future, even if they do not hold a certificate issued by the Board of Examiners at the time misconduct occurred.

The Department proposes to amend N.J.A.C. 6A:9B-4.9(c)6, which prohibits the Board of Examiners from issuing a new certificate to any candidate who is barred from teaching for any reason. The Department proposes to replace “teaching” with “employment in a school” to include administrators and educational services personnel.

The Department proposes new N.J.A.C. 6A:9B-4.9(d) to create a process that requires explicit Board of Examiners’ approval before an applicant whose certificate was revoked or blocked can apply again. New N.J.A.C. 6A:9B-4.9(d) states that a candidate shall not be eligible to apply for a certificate after the Board of Examiners has blocked a prior application, unless the candidate seeks, by written application, leave from the Board of Examiners to apply. The candidate also will be required to meet the following criteria:

- At least one calendar year has passed since the Board of Examiners blocked the candidate’s prior application;

- The candidate demonstrates rehabilitation for the unbecoming conduct, incompetence, or other cause for the block;
- If the block was due to the conviction of a crime that is not disqualifying pursuant to N.J.S.A. 18A:6-7.1 et seq., the candidate has submitted evidence that the candidate has been fully rehabilitated in accordance with N.J.S.A 2A:168A-2 and that issuing a certificate to the candidate would not be detrimental to the public welfare;
- If the block arose from a criminal matter involving the candidate, the candidate provided evidence that the candidate has satisfied any condition imposed by the court, probation, plea bargain agreement, or any other entity; and
- If the block arose from action taken against the candidate's out-of-State educator certificate(s), the candidate satisfied any condition associated with an action against out-of-State certificate(s).

#### **N.J.A.C. 6A:9B-4.10 Relinquishment of certificate without order to show cause**

This section sets forth the procedure that an individual must follow to relinquish a certificate when an order to show cause has not been issued by the Board of Examiners.

The Department proposes to amend N.J.A.C. 6A:9B-4.10(e), which requires the certificate holder to return all certificates to the Board of Examiners. The Department proposes to replace "[t]he certificate holder" with "[i]f the certificate holder was issued a paper certificate(s), the holder" and to add "paper" before "certificates." The proposed amendment will ensure that certificate holders who were issued paper certificates prior to the transition to electronic certificates return the paper certificates to the Board of Examiners. The Department proposes the same amendment at N.J.A.C. 6A:9B-4.11(c).

#### **N.J.A.C. 6A:9B-4.11 Voluntary surrender of certificates and endorsements**

This section establishes the procedure for when an individual who has not worked, pursuant to a certificate for the preceding 10 years, seeks to surrender a certificate.

The Department proposes new N.J.A.C. 6A:9B-4.11(e) to state that the Board of Examiners shall not accept a voluntary surrender when the certificate holder seeking to surrender the certificate(s) or endorsement(s) has a pending order to show cause issued against the certificate(s) or endorsement(s). The proposed regulation will prohibit certificate holders who are in the middle of an order to show cause litigation process from surrendering a certificate and, thereby, interrupting the litigation process and avoiding the public record of the case.

#### **N.J.A.C. 6A:9B-4.12 Appeals of Office certification decisions**

This section sets forth the process for a candidate who does not meet all of the requirements for a certificate to request to substitute alternate education and/or experience.

#### **N.J.A.C. 6A:9B-4.13 Appeal of a "disapproved," two "insufficient" recommendations, or ineligibility for standard certification**

This section establishes the procedures for a candidate to initiate an appeal to the Board of Examiners when a school district notifies the Office that the candidate is permanently ineligible for a renewal of the provisional certificate pursuant to the standard certificate evaluation requirements for the candidate's position. The section also states that, if an individual has received two "insufficient" recommendations, only the second adverse recommendation shall be the subject of the appeal.

The Department proposes to amend the section heading and N.J.A.C. 6A:9B-4.13(a) to replace “‘insufficient’ recommendations” with “‘partially effective’ or ‘ineffective’ evaluations.” The proposed amendments will align the section with educator evaluation procedures at N.J.A.C. 6A:10, Educator Effectiveness, and required at N.J.A.C. 6A:9B-8.6.

The Department also proposes throughout this section to add “or the Secretary’s designee” after “the Secretary” to signify that the Board of Examiners may assign a staff member who has the same authority as the Secretary of the Board of Examiners.

#### **N.J.A.C. 6A:9B-4.14 Motions**

This section sets forth the rules governing the submission of motions to the Board of Examiners and to the Office of Administrative Law (OAL).

#### **N.J.A.C. 6A:9B-4.15 Motions for reconsideration**

This section states a candidate’s right to file a motion for reconsideration with the Board of Examiners and describes on what terms the Board of Examiners can reconsider decisions.

#### **N.J.A.C. 6A:9B-4.16 Motions for stay**

This section sets forth the procedures for filing motions for a stay and the required standards for the brief in support of the motion if the motion is to be granted.

The Department proposes new N.J.A.C. 6A:9B-4.16(a) to state that “[a] determination of revocation and/or suspension decisions shall be effective upon the date contained within the decision. To stay the decision’s effective date, the Board of Examiners must grant a motion to stay the decision.” The proposed regulation will clarify that the decision remains effective during the pendency of the motion application.

The Department proposes to recodify the first sentence at existing N.J.A.C. 6A:9B-4.16(a), which requires a party to make a motion for a stay of the Board of Examiners’ decision pending appeal to the State Board in accordance with the procedures in N.J.A.C. 6A:9B-4.14, as new N.J.A.C. 6A:9B-4.16(a)1. The Department also proposes to amend new N.J.A.C. 6A:9B-4.16(a)1 to replace “State Board” with “Commissioner” to reflect that Board of Examiners’ decisions can be appealed to the Commissioner rather than the State Board. The Department further proposes to recodify the second sentence at existing N.J.A.C. 6A:9B-4.16(a), which requires the moving party to file the motion for a stay within 30 days of the mailing date of the Board of Examiners’ decision that is at issue, as new N.J.A.C. 6A:9B-4.16(a)2. The Department proposes new N.J.A.C. 6A:9B-4.16(a)3 to require the Board of Examiners to meet to hear the motion to stay within 20 days of the date the motion is filed. The proposed regulation also states that a written decision on the motion shall not be required, but the Board of Examiners shall notify the moving party of the decision within five days of reviewing the motion and any opposition. The proposed amendments will specify the timeline for review and ensure a timely process for the motions to stay.

#### **N.J.A.C. 6A:9B-4.17 Briefs and exceptions**

This section establishes the format for briefs and exceptions to be filed with the Board of Examiners and/or the OAL.

## **N.J.A.C. 6A:9B-4.18 Appeal of Board of Examiners decisions**

This section states that a party may appeal adverse revocation and suspension decisions in accordance with N.J.A.C. 6A:4, Appeals. This section also states that a party may appeal all other Board of Examiners' decisions to the Commissioner pursuant to N.J.A.C. 6A:3, Controversies and Disputes.

## **Subchapter 5. General Certification Policies**

This subchapter sets forth the policies governing educator certification in the State.

### **N.J.A.C. 6A:9B-5.1 Certificate required**

This section requires any person employed as a teaching staff member to hold a valid and appropriate certificate during the entirety of the person's employment. The section also requires a certificate holder to obtain any license, certificate, or authorization required by State or Federal law, a licensing board, or N.J.A.C. 6A:9B-4.1 and 4.2 to serve in a position.

The Department proposes to delete N.J.A.C. 6A:9B-5.1(d), which allows the Board of Examiners to consider revoking or suspending the certificate holder of any individual who fails to maintain the license, certificate, or authorization required at N.J.A.C. 6A:9B-5.1(b). The process is proposed to be included at N.J.A.C. 6A:9B-4.

### **N.J.A.C. 6A:9B-5.2 Types of certificates or credentials**

This section states that candidates for licensure may apply for the following certificates or credentials: CE; CEAS; provisional certificate; standard certificate; emergency certificate; limited certificate for foreign teachers; and/or substitute credential.

The Department proposes new N.J.A.C. 6A:9B-5.2(a)8, 9, and 10 to add "limited certificate of eligibility," "limited certificate of eligibility with advanced standing," and "nonresident military spouse temporary instructional certificate" as new types of certificates, pursuant to N.J.S.A. 18A:26-2b and 2.14.

### **N.J.A.C. 6A:9B-5.3 Issuance of a certificate**

This section states that the Board of Examiners shall issue three categories of educational certificates: instructional, administrative, and educational services. This section requires the Board of Examiners to issue the appropriate certificate upon a candidate's completion of all certificate requirements in effect at the time the Office receives the application. This section also requires the Office to issue a written evaluation identifying the deficiencies for certification if a candidate is ineligible for a certificate sought.

The Department proposes to delete N.J.A.C. 6A:9B-5.3(b)1, which requires the certificate holder to maintain possession of the original certificate, because the Department no longer issues paper certificates. All certificates are now available in only a digital format.

### **N.J.A.C. 6A:9B-5.4 Certification responsibilities of the district board of education**

This section sets forth school district responsibilities regarding the verification of teaching staff members' certificates prior to, and throughout, employment. This section also requires the chief school administrator to report to the Department, annually, the names and teaching assignments of all teaching staff members. This section further requires a teaching staff member's contract or engagement to cease and terminate if the employing district board of

education is notified, in writing, by the executive county superintendent, or otherwise ascertains, that the teaching staff member is not, or has ceased to be, the holder of an appropriate certificate required for employment.

#### **N.J.A.C. 6A:9B-5.5 Assignment of titles**

This section contains the rules regarding the Department-recognized position titles that can be assigned to teaching staff members.

#### **N.J.A.C. 6A:9B-5.6 Fees**

This section establishes a schedule of nonrefundable fees for the issuance of certificates, evaluation of credentials, and other routine Office services.

The Department proposes to amend N.J.A.C. 6A:9B-5.6(a), which states that the fee schedule at N.J.A.C. 6A:9B-5.6(b) shall be in addition to any tuition and fees that higher education institutions may charge for courses and credits offered in connection with State-approved training programs. The Department proposes to delete “that higher education institutions may charge” and to replace “State-approved training programs” with “Department-approved educator preparation programs and/or assessments required for certification.” The proposed amendments will update the terminology and streamline the section. The proposed amendments also will clarify that the determination of fees for provisional teacher training is determined by district boards of education and fees for educator preparation are separate from the fees for issuance of a certificate to include in the provisions at existing N.J.A.C. 6A:9B-5.6(d), which is proposed for deletion.

The Department proposes to amend N.J.A.C. 6A:9B-5.6(b)10, which states that an application fee for a qualifying academic certificate, pursuant to N.J.S.A. 18A:6-41, is \$30.00. The Department proposes to replace “[a]n application fee for a qualifying academic certificate” with “[f]or an academic qualifying credential” to reflect the proposed name change for the credential at N.J.A.C. 6A:9B-15.1.

The Department proposes to delete existing N.J.A.C. 6A:9B-5.6(c), which allows the State Board to “establish in this section a fee schedule for services related to the issuance of certificates that includes, but is not limited to, fees charged by district boards of education to provisional teachers to pay for their training.” The Department also proposes to delete existing N.J.A.C. 6A:9B-5.6(d), which states that the fee schedules at N.J.A.C. 6A:9B-5.6(b) and (c) shall be in addition to any tuition and fees for courses and credits offered in connection with Department-approved educator preparation programs and/or assessments required for certification. The subsection’s provisions will be included at N.J.A.C. 6A:9B-5.6(a), as proposed for amendment.

The Department proposes new N.J.A.C. 6A:9B-5.6(c) to waive certification application fees for an initial application for military personnel and nonresident active-duty military spouses. The proposed new subsection will reduce unnecessary burdens on military personnel and their spouses. Reducing costs for military personnel and spouses of nonresident active-duty military personnel honors their service and acknowledges that they can be burdened with fees in multiple states as a result of having to move multiple times. The proposed subsection also will implement N.J.S.A. 18A:26-2.14.

#### **N.J.A.C. 6A:9B-5.7 Citizenship requirement**

This section specifies the circumstances under which an individual who is not a United States citizen can receive a certificate.

The Department proposes to delete the second sentence at existing N.J.A.C. 6A:9B-5.7(a)1, which allows the noncitizen certificate of a holder who has not become a United States citizen within the initial five-year certification period to be renewed for an additional five-year period upon demonstration that an application for citizenship is in process but has not yet been granted. The sentence is proposed for deletion to streamline the language, as renewals of noncitizen certificates is addressed at recodified N.J.A.C. 6A:9B-5.7(a)1i, as proposed for amendment. The Department also proposes to recodify the third sentence at existing N.J.A.C. 6A:9B-5.7(a)1, which allows a nonresident certificate that has been expired after the second five-year period to be renewed for a third and final time upon demonstration that an application for citizenship continues to be in process and has been actively pursued by the applicant, but has not yet been granted, as new N.J.A.C. 6A:9B-5.7(a)1i. The Department further proposes to allow the noncitizen certificate to be renewed up to three times, not to exceed 20 years, instead of the existing allowance that the noncitizen certificate can be renewed for a total of three five-year periods. The proposed amendment will provide ample time for noncitizens to obtain citizenship without a negative impact on their ability to maintain a certificate and employment. The Department proposes to recodify the fourth sentence at existing N.J.A.C. 6A:9B-5.7(a)1 as subparagraph (a)1ii, which allows the Board of Examiners to revoke a noncitizen certificate if they are satisfied that the certificate holder has abandoned efforts to become a United States citizen or has become disqualified for citizenship.

#### **N.J.A.C. 6A:9B-5.8 Minimum degree and age requirement**

This section requires applicants for teaching certificates to be at least 18 years old, have graduated from an approved high school, or have an equivalent education as determined by the Board of Examiners, and have received a bachelor's degree from a regionally accredited higher education institution. This section also states that the requirement of a bachelor's degree shall not apply to applicants for career and technical education, educational interpreter, or military science endorsements.

The Department proposes to delete “regionally” before “accredited higher education institution” to align with the United States Department of Education’s position that regionally accredited institutions are only a subsection of nationally accredited institutions, which are recognized by the United States Department of Education, and that it is unnecessary to limit the candidates seeking certification to only regionally accredited institutions. The proposed amendment will also expand the potential candidate pool for individuals seeking a certificate in New Jersey. The Department proposes the same amendment throughout the chapter, where necessary.

#### **N.J.A.C. 6A:9B-5.9 Examination in physiology, hygiene, and substance abuse issues requirement**

This section requires all candidates for instructional certificates to pass an examination in physiology, hygiene, and substance abuse issues.

#### **N.J.A.C. 6A:9B-5.10 Certification of veterans**

This section allows for veterans to continue working pursuant to a previous evaluation for certification if they request reinstatement of the preservice status and provide the discharge paperwork. The rules also explain the length of time a veteran can work pursuant to the previous evaluation for certification.

The Department proposes to amend the section heading by replacing “veterans” with “military personnel” and adding “and nonresident active-duty military spouses” at the end. The proposed amendments will expand the eligibility to all military personnel, rather than only to

veterans, and to spouses of nonresident active-duty personnel. The Department also proposes to replace “veterans” with “military personnel” throughout the section.

The Department proposes new N.J.A.C. 6A:9B-5.10(a) to state that the section applies to former and current United States military personnel, including, but not limited to, veterans, active-duty, National Guard, and reserves.

The Department proposes to recodify existing N.J.A.C. 6A:9B-5.10(a) and (b) as new N.J.A.C. 6A:9B-5.10(b) and (c), respectively.

The Department proposes to amend recodified N.J.A.C. 6A:9B-5.10(b), which allows military personnel who received an evaluation for certification before entering the military to continue pursuant to that evaluation, if a copy of an honorable discharge from service is submitted. The Department proposes to replace “an honorable discharge” with “a note of discharge or release under conditions other than dishonorable” to ensure that all discharged military personnel who were not dishonorably discharged are eligible for issuance of a certificate pursuant to this section.

The Department proposes new N.J.A.C. 6A:9B-5.10(d) to require a candidate to prove military status by submitting either a copy of a DD214 with a note of discharge or release under conditions other than dishonorable or a copy of a valid military identification card.

The Department proposes new N.J.A.C. 6A:9B-5.10(e) to allow a nonresident active-duty military spouse to apply for a temporary instructional certificate that authorizes employment as a teacher in New Jersey in accordance with the eligibility requirements and process at N.J.A.C. 6A:9B-8.10. The proposed regulation will align the section with N.J.S.A. 18A:26-14.

#### **N.J.A.C. 6A:9B-5.11 Exchange teachers**

This section sets forth the rules governing the exchange of teachers from another state or country for up to one school year.

The Department proposes to amend N.J.A.C. 6A:9B-5.11(b), which requires a teacher who is a foreign national to file with the district board of education, as required by N.J.S.A. 18A:6-7, a non-citizen oath of allegiance to the effect that the teacher will support the Constitution of the United States during the period of his or her employment within the State. The Department proposes to replace “file with the district board of education, as required by N.J.S.A. 18A:6-7, a non-citizen oath of allegiance to the effect that he or she will support the Constitution of the United States during the period of his or her employment within the State” with “comply with the requirements at N.J.A.C. 6A:9B-5.7(a)2.” The language proposed for deletion is repetitive of the requirements at N.J.A.C. 6A:9B-5.7(a)2.

#### **N.J.A.C. 6A:9B-5.12 Emergency certificate for candidates for educational services certificates**

This section allows an emergency certificate for educational services to be granted for a candidate in authorized educational services areas if the chief school administrator demonstrates the inability to locate a suitable certified candidate due to unforeseen shortages or other extenuating circumstances. This section also sets forth other parameters for the emergency certificate.

The Department proposes to amend the first sentence at N.J.A.C. 6A:9B-5.12(c), which allows a chief school administrator to apply to the executive county superintendent for an emergency certificate for a candidate in authorized educational services areas if the chief school administrator can demonstrate the inability to locate a suitable certified candidate due to unforeseen shortages or



other extenuating circumstances. The Department proposes to replace “suitable certified candidate” with “qualified candidate with the required certificate for the position” to clarify that “suitable certified” refers to candidates who are certified for the position for which they are being hired. The same amendment is proposed at N.J.A.C. 6A:9B-5.14(b) and (b)3.

#### **N.J.A.C. 6A:9B-5.13 Interstate contracts**

This section allows the Commissioner and the Secretary to enter into contracts with other states to allow reciprocity of teachers’ credentials, in accordance with NASDTEC Interstate Contract.

#### **N.J.A.C. 6A:9B-5.14 Limited certificate for foreign teachers**

This section contains the rules governing the limited certification of foreign teachers.

The Department proposes to amend the section’s heading by replacing “foreign” with “noncitizen” to update terminology. The proposed amendment is made throughout this section. The Department also proposes to replace “foreign government” with “non-United States government” throughout the section.

The Department proposes to recodify the second sentence at N.J.A.C. 6A:9B-5.14(c)2, which allows the teacher to teach his or her native language upon demonstration of oral language proficiency as certified by the agency, as the second sentence at N.J.A.C. 6A:9B-5.14(c)6. World language teacher requirements are different than other requirements in this section, therefore, the proposed recodification will group together the world language teacher provisions.

The Department proposes to amend N.J.A.C. 6A:9B-5.14(d), which allows the holder of a limited certificate for noncitizen teachers to teach in bilingual education programs in the language that was the medium of instruction in the certificate holder’s educator preparation program and in the content area and/or grade level of preparation in the certificate holder’s country of origin, provided the certificate holder meets the English language proficiency test requirement at N.J.A.C. 6A:9B-5.14(c)7. The Department proposes to delete “provided he or she meets the English language proficiency test requirement in (c)7 above” to remove redundancy in demonstrating English language proficiency. Demonstration of English language proficiency is part of the requirements in the educator preparation program in the applicant’s county of origin.

#### **N.J.A.C. 6A:9B-5.15 Persons employed to coach or serving as coach for interscholastic swimming and/or diving programs**

This section sets forth the requirements for a candidate to qualify as a coach for interscholastic swimming or diving programs and specifies how chief school administrators report the qualifying coaches in their school districts each year.

#### **N.J.A.C. 6A:9B-5.16 Athletics personnel**

This section describes who may be hired as a coach or organizer of games, events, or contests in physical education or athletics.

#### **N.J.A.C. 6A:9B-5.17 Instruction in educational technology, computers, and other digital tools**

This section requires every teacher to demonstrate knowledge and understanding of computers and other educational technology resources and tools, as defined by the Professional Standards for Teachers. This section also requires all educators to integrate into their classrooms

appropriate technology resources. This section sets forth who may be assigned to instruct students in the use of technologies, computers, and other digital tools.

The Department proposes to amend the section's heading by replacing "[i]nstruction in educational technology" with "[e]ducational technology." The Department also proposes to replace "computers, and tools" with "resources and tools." The Department proposes the same amendments throughout this section for consistency. The Professional Learning Standards at N.J.A.C. 6A:9A-9.3 do not mention computers or refer to teaching technology, but rather focus on the use of technology as educational tools and resources.

### **Subchapter 6. College Courses and Certification**

This subchapter governs when college coursework, including coursework taken outside of the United States, may be accepted toward the course requirements for a candidate to attain a CEAS.

#### **N.J.A.C. 6A:9B-6.1 Validation of college degrees and college professional preparation**

This section requires a candidate for certification to hold a bachelor's degree or higher from a regionally accredited college or university or a foreign higher education institution recognized by international accreditation agencies. This section also requires a candidate for a CEAS to complete a CEAS educator preparation program and coursework from a list of acceptable entities.

The Department proposes to amend N.J.A.C. 6A:9B-6.1(a), which requires a candidate for certification to hold a bachelor's degree or higher from a regionally accredited college or university or a foreign higher education institution recognized by international accreditation agencies. The Department proposes to add "at the time of degree conferral" at the end to ensure that candidates are not unfairly penalized if the institution from which they received a degree loses its accreditation.

The Department proposes to amend N.J.A.C. 6A:9B-6.1(b)1, which states that a New Jersey college approved by the State Board for the preparation of teachers is one of three approved entities at which a candidate for a CEAS can complete a CEAS educator preparation program and coursework. The Department proposes to replace "State Board" with "Commissioner" because the authority to approve educator preparation programs lies with the Commissioner. The Department also proposes in this paragraph and throughout the section to add "or university" after "college" to clarify that universities also can provide the requisite instruction.

The Department proposes to amend N.J.A.C. 6A:9B-6.1(b)3, which allows the CEAS educator preparation program and coursework to be taken at accredited two-year colleges, provided the courses are accepted toward meeting the requirements for certification by a college approved by the Department and such courses appear on the official transcript of a regionally accredited four-year college. The Department proposes to delete "and such courses appear on the official transcript of a regionally accredited four-year college." The Department also proposes to delete N.J.A.C. 6A:9B-6.1(b)3i, which states that no more than six semester-hour credits in professional education are completed on the two-year college level, except as provided for at N.J.A.C. 6A:9B-14.18. The proposed amendments will allow candidates' courses to be listed on a two- or four-year college transcript and will help relieve the burden and cost on some candidates to transfer credits from one institution to another. The proposed amendments also will clarify that all required courses for certain certificates, such as school business administrator and school nurse, can be completed at a two- or four-year institution. The proposed amendments, which align the section with N.J.S.A. 18A:62-46, will allow approved educator preparation

programs to have the discretion to accept more credits from two-year institutions and enable stronger partnerships between two- and four-year institutions.

#### **N.J.A.C. 6A:9B-6.2 Recognition of advanced standing in college**

This section states that advanced work completed in secondary school that is assigned college credit by the higher education institution the candidate attends counts toward meeting the requirements for certification. This section also allows the Department to accept, as college credit for purposes of certification, the courses that were waived for which a regionally accredited college or university grants advanced standing, but does not award college credit.

#### **N.J.A.C. 6A:9B-6.3 Course information**

This section allows courses completed by correspondence or distance learning to be accepted for certification purposes only if the courses are completed through a regionally accredited college or university and appear on an official transcript from the college or university. This section also states that teaching a course in a regionally accredited college or university shall be deemed the equivalent of having presented the course on a college transcript.

#### **N.J.A.C. 6A:9B-6.4 Equivalency of coursework completed in other countries**

This section requires an applicant for a CE or CEAS who has completed college-level study in a country other than the United States to present to the Office an equivalency report of that study from a Department-approved credentials evaluation agency. This section also sets forth the requirements for equivalency reports.

### **Subchapter 7. Substitute Credential**

This subchapter includes the requirements and procedures for attaining a substitute credential. This subchapter also sets forth the rules governing when a substitute teacher can work in place of a full-time teacher and the allowable duration.

#### **N.J.A.C. 6A:9B-7.1 Issuance of substitute credential for positions requiring instructional certificates**

This section governs the issuance of a substitute credential and the assignment of substitute teachers to fill full-time teacher vacancies.

The Department proposes to amend N.J.A.C. 6A:9B-7.1(b), which permits the Board of Examiners to issue and revoke a substitute credential. The Department proposes to add “or suspend” after “revoke” to clarify that the Board of Examiners has the authority to also suspend a substitute credential in accordance with N.J.A.C. 6A:9B-4.4.

The Department proposes to relocate existing N.J.A.C. 6A:9B-7.1(d), (e), and (f), which set forth the process of how a school district must fill a vacancy, as new N.J.A.C. 6A:9B-7.7, Fulfilling teacher vacancies and absences, for organizational clarity.

The Department proposes new N.J.A.C. 6A:9B-7.1(d) to require holders of a CE with a career and technical education endorsement or a standard certificate with a career and technical education endorsement to obtain a substitute credential before serving as a substitute teacher. The proposed subsection will ensure that a holder of a career and technical education endorsement has the full review of credit requirements for the substitute teacher licensure before the holder serves as a substitute teacher in an instructional course.

## **N.J.A.C. 6A:9B-7.2 Substitute credential application and approval process**

This section governs the application and approval process for the substitute credential.

The Department proposes to amend the section heading to replace “application and approval process” with “requirements” to more accurately reflect the section’s content.

The Department proposes to relocate N.J.A.C. 6A:9B-7.3(a), which requires a candidate for a substitute credential to present a minimum of 60 semester-hour credits completed at a regionally accredited college or university at the time of applying for the credential, unless the candidate qualifies for the career and technical education substitute credential exception, as new N.J.A.C. 6A:9B-7.2(b). The proposed relocation will group all substitute credential requirements together. The Department also proposes to reduce the minimum number of required semester-hour credits to 30 from the existing 60, which will allow students earlier in their college experience to substitute. The proposed amendment also will codify the provisions at N.J.S.A. 18A:26-2.29 that provided an alternative substitute pathway due to the substitute teacher shortage caused by the COVID-19 public health emergency. As that temporary pathway is only available to candidates until June 30, 2023, this rule codifies the reduction of credit requirements for all candidates. The Department anticipates that the reduction in required semester-hour credits will provide additional opportunities for aspiring educators to work and engage in school communities to promote their experience and interest in education. The Department also proposes to replace “60” with “30” credits throughout the subchapter, where necessary.

The Department proposes to relocate N.J.A.C. 6A:9B-7.3(b), which provides that the substitute credential is valid for up to five years from the date of issuance, to new N.J.A.C. 6A:9B-7.2(d). The proposed relocation will group all substitute credential requirements together.

## **N.J.A.C. 6A:9B-7.3 Requirements for substitute credential**

This section requires a candidate for a substitute credential to present a minimum of 60 semester-hour credits completed at a regionally accredited college or university, unless the candidate qualifies for the career and technical education substitute credential. This section also states that a substitute credential shall be valid for five years from the date of issuance. This section further allows a candidate to renew the credential within six months of its expiration.

The Department proposes to repeal and relocate the provisions in this section to N.J.A.C. 6A:9B-7.3, as already described.

## **N.J.A.C. 6A:9B-7.4 Time-period limitations for serving as a substitute teacher**

This section sets forth the time-period limitations for a substitute teacher filling a full-time teacher vacancy.

The Department proposes to recodify this section as N.J.A.C. 6A:9B-7.3.

The Department proposes to amend recodified N.J.A.C. 6A:9B-7.3(b), which permits holders of specified qualifications to substitute for no more than 40 instructional days in the same classroom per year. The Department proposes to add “in any school district” after “to substitute” and “school” before “year,” respectively. The proposed amendments will clarify that the holder of a substitute credential may serve as a substitute teacher for no more than 40 instructional days in the same classroom per “school” year.

## **N.J.A.C. 6A:9B-7.5 Career and technical education substitute credential**

This section establishes the requirements for the issuance of a substitute credential for career and technical education.

The Department proposes to recodify this section as N.J.A.C. 6A:9B-7.4.

The Department proposes to amend the first sentence at recodified N.J.A.C. 6A:9B-7.4(a)1, which applies all requirements at N.J.A.C. 6A:9B-7.1, 7.2, and 7.3 to this credential except the 60 general semester-hour credits requirement at N.J.A.C. 6A:9B-7.2(b). The Department proposes to add “except the 30 general semester-hour credits requirement at N.J.A.C. 6A:9B-7.2(b),” which establishes the credit requirement exception for career and technical education substitute credential holders, before “shall apply.” The Department also proposes to delete “except the 60 general semester-hour credits requirement in N.J.A.C. 6A:9B-7.3(a).” The proposed amendments will align the section with N.J.A.C. 6A:9B-7.2, as proposed for amendment.

The Department proposes amendments at recodified N.J.A.C. 6A:9B-7.4(a) to add “or teaching” after “work” to allow teaching experience to count toward the work experience required for the substitute credential. The Department also proposes to delete “within the past five years” to eliminate the time limits for work or teaching experience. In the last sentence, the Department proposes to delete “work” and add “State or out-of-State” after “valid.” The proposed amendments will expand that pool of eligible candidates for a career and technical education substitute credential by expanding the experience, extending the time for qualified experience, and expanding the valid occupational licenses to include out-of-State. The proposed amendments also align the proposed amendments to the career and technical education endorsement rules at N.J.A.C. 6A:9B-11.3.

## **N.J.A.C. 6A:9B-7.6 Substitute credential for positions not requiring instructional certificates**

This section governs the issuance of a substitute credential for school nurse/non-instructional and educational interpreter positions. The section also establishes the length of time a holder of a substitute credential for the positions can serve in a school district per year.

The Department proposes to recodify this section as N.J.A.C. 6A:9B-7.5.

The Department proposes to amend recodified N.J.A.C. 6A:9B-7.5(a), which allows the executive county superintendent to issue a substitute credential to serve as a substitute school nurse/non-instructional to the holder of a valid New Jersey registered professional nurse license. The Department proposes to delete “[t]he executive county superintendent may issue a substitute credential to serve as.” The Department also proposes to add “credential may be issued” before “to the holder.” As indicated at N.J.A.C. 6A:9B-7.1, the Board of Examiners is responsible for issuing the substitute certificates and not the executive county superintendent. The same amendment is proposed at N.J.A.C. 6A:9B-7.5(b); a similar amendment is proposed at recodified N.J.A.C. 6A:9B-7.6.

The Department proposes to amend the first sentence at recodified N.J.A.C. 6A:9B-7.5(b), which allows the executive county superintendent to issue a substitute credential to serve as a substitute educational interpreter to candidates with a high school diploma or GED and who have completed the Educational Interpreter Performance Assessment (EIPA) with a minimum score of three. The Department proposes to replace the existing educational requirement of “a high school diploma or GED” with “an associate or higher degree. The Department also proposes to increase the score on the EIPA to 3.5 from the existing 3.0. The Department further proposes to add, at the end of the sentence, “or demonstrated interpreting skills as evidenced through the possession of a sign language certificate from the Registry of Interpreters for the

Deaf or other Department-approved national accrediting agency for sign language interpreting.” The Department also proposes to amend the second sentence at recodified N.J.A.C. 6A:9B-7.5(b), which allows substitute educational interpreters to serve for up to one academic year. The Department proposes to replace “one academic year” with “six months during the academic year” to promote the continuity of services. The proposed amendments will increase the minimum score required, but also will provide more pathways for candidates to demonstrate eligibility. The proposed amendments also will shorten the time the substitute can serve to promote the hiring of fully credentialed educational interpreters.

#### **N.J.A.C. 6A:9B-7.7 Substitute credential for exchange teachers**

This section governs the issuance of a substitute credential to a teacher from another country serving as an exchange teacher.

The Department proposes to recodify this section as N.J.A.C. 6A:9B-7.6.

#### **Proposed New N.J.A.C. 6A:9B-7.7 Fulfilling teacher vacancies and absences**

This proposed section will outline the policies and procedures for fulfilling teacher vacancies and absences.

For organizational clarity, the Department proposes to relocate N.J.A.C. 6A:9B-7.1(d), (e), and (f) as new N.J.A.C. 6A:9B-7.7(a), (b), and (c), respectively. The reorganization will place all guidelines for school districts filling long-term vacancies in the same section. The proposed reorganization will clearly delineate between certification requirements and authorizations for serving in certain roles to provide clarity for school districts.

The Department proposes, at new N.J.A.C. 6A:9B-7.7(a)2i, which allows the executive county superintendent to extend, at the school district’s request, to 60 calendar days the requirement to permanently fill the vacancy. The Department did not include “[f]or good cause shown and” before “[a]t the school district’s request” as at existing N.J.A.C. 6A:9B-7.1(d) to eliminate redundancy; N.J.A.C. 6A:9B-7.3 addresses time limitations for substitute teachers and details the process through which districts request extensions. The Department also proposes a new provision at N.J.A.C. 6A:9B-7.7(a)2ii to require school districts filling long-term vacancies with CE or CEAS holders pursuant to this subchapter to register certificate holders for a provisional certificate pursuant to N.J.A.C. 6A:9B-8.4. The proposed regulation will allow the time served to count toward the educator’s provisional years, which will provide a pathway to a standard certificate for certificate holders who serve as long-term substitutes.

### **Subchapter 8. Requirements for Instructional Certification**

This subchapter sets forth the requirements for a candidate to attain a CE, CEAS, or standard instructional certificate.

#### **N.J.A.C. 6A:9B-8.1 Instructional certificate**

This section provides the basic requirements governing the sequence and issuance of the three types of instructional certificates – CEAS or CE, provisional, and standard. The section also allows candidates for an instructional certificate to apply directly to the Department or the educator preparation program in which the candidate is enrolled can submit the requisite information on the candidate’s behalf.

## **N.J.A.C. 6A:9B-8.2 Requirements for certificates of eligibility with advanced standing (CEAS)**

This section sets forth the requirements for a candidate to qualify for a CEAS.

The Department proposes to amend N.J.A.C. 6A:9B-8.2(a)3, which requires a candidate to achieve at least a 3.0 GPA when a GPA of 4.00 equals an A grade for candidates graduating on or after September 1, 2016, in a baccalaureate or higher degree program or a State-approved post-baccalaureate certification program with a minimum of 13 semester-hour credits. The Department proposes to delete “with a minimum of 13 semester-hour credits” because the credit minimum is unnecessarily limiting for different programs, which meet all other requirements set forth at N.J.A.C. 6A:9A. The Department proposes the same amendment at N.J.A.C. 6A:9B-8.2(c)1 and 8.3(a)1 and (b)1.

The Department proposes to amend N.J.A.C. 6A:9B-8.2(c)2, which exempts a candidate from the 3.00 GPA requirement if the candidate graduates on or after September 1, 2016, with a GPA that is below 3.00, but at least 2.75 when a GPA of 4.00 equals an A grade, and exceeds the passing score on the appropriate State test of subject matter knowledge by 10 percent or more. The Department proposes to delete “who graduates on or after September 1, 2016.” The Department also proposes to delete N.J.A.C. 6A:9B-8.2(c)2i, which allowed candidates graduating before September 1, 2016, to meet the former GPA requirement of 2.75 if the candidate had a GPA of at least 2.50 and exceeded the passing score on the appropriate State test of subject matter knowledge by 10 percent or more. The provisions proposed for deletion are no longer necessary because the implementation date has passed and candidates for a CEAS will have graduated after September 1, 2016. The Department further proposes to delete N.J.A.C. 6A:9B-8.2(c)2ii, which states that the alternative requirement shall not be construed as a waiver pursuant to N.J.A.C. 6A:9B-4.12(c), because the GPA exemption at N.J.A.C. 6A:9B-8.2(c)2i is proposed for deletion. The Department proposes to delete N.J.A.C. 6A:9B-8.3(b)2i and ii for the same reason.

## **N.J.A.C. 6A:9B-8.3 Requirements for certificates of eligibility (CE)**

This section establishes the requirements for a candidate to qualify for a CE.

The Department proposes to amend N.J.A.C. 6A:9B-8.3(a)5, which requires a candidate to achieve, after September 1, 2015, a Department-established minimum score on a Commissioner-approved test of basic reading, writing, and mathematics skills. The Department proposes to delete “after September 1, 2015” because the date has passed.

The Department proposes to amend N.J.A.C. 6A:9B-8.3(a)5i(1), which requires the Department to maintain on its website a list of qualifying minimum scores for the SAT, ACT, or GRE that will exempt the candidate from having to demonstrate proficiency on a Commissioner-approved proficiency test. The regulation also requires the qualifying minimum score to be approximately equal to the top-third percentile score for all test takers in the year the respective test was taken, for each year such data is available. The Department proposes to replace “approximately equal to the top-third percentile score” with “the top-half percentile score.” The Department has worked with assessment vendors and reviewed data that revealed SAT, ACT, and GRE percentile scores in the top half of all scores to be more comparable to a passing score on the Commissioner-approved proficiency assessment. The proposed amendment will eliminate the need for candidates to pay for, and take, the proficiency assessment when they have demonstrated English language and mathematics proficiencies through the SAT, ACT, or GRE.

The Department proposes new N.J.A.C. 6A:9B-8.3(a)5ii to provide another exception to the requirement that a candidate must demonstrate proficiency by passing a Commissioner-approved proficiency assessment. The Department proposes to allow a candidate who applies for a

CE to demonstrate proficiency in the use of the English language and/or mathematics by holding a master's or terminal degree with a minimum GPA of 3.0 from an accredited institution of higher education. The proposed exception will eliminate the need for candidates changing careers to enter education to pay for, and take, the proficiency assessment when they have demonstrated basic reading, writing, and mathematical skills through obtainment of an advanced degree.

The Department proposes to delete N.J.A.C. 6A:9B-8.3(a)6, which requires candidates applying for a CE prior to academic year 2017-2018 to demonstrate knowledge of basic pedagogical skills, including, but not limited to, classroom management, lesson planning, introduction to the NJSLs and Professional Standards for Teachers, and assessment of student progress by successfully completing a minimum of 24 hours of study offered through a Department-authorized provider or through equivalent coursework documented on a transcript from an accredited college or university. The regulation is no longer necessary because academic year 2017-2018 has passed.

The Department proposes to amend N.J.A.C. 6A:9B-8.3(b)3, which describes the GPA exception for candidates who graduate on or after September 1, 2016, and are sponsored by a CE educator preparation program and are employed at the time of participating in the program. The Department proposes to delete "who graduates on or after September 1, 2016," because the date has passed. The Department also proposes to add at the end "[t]he candidate shall submit, to the Department, documentation of enrollment with the candidate's other certification documentation." The proposed amendment will clarify the expectation of document submission and facilitate faster review of credentials.

The Department proposes to amend N.J.A.C. 6A:9B-8.3(d), which applies the GPA requirements and their exceptions at N.J.A.C. 6A:9B-8.3(b) to all relevant sections at N.J.A.C. 6A:9B-8 and 11. The Department proposes to replace "at N.J.A.C. 6A:9B-8 and 11" with "at N.J.A.C. 6A:9B-8, 9, 10, and 11" because the GPA requirements and exceptions also apply to Subchapter 8A, Limited Instructional Certificate of Eligibility and Certificate of Eligibility with Advanced Standing Pilot Program, Subchapter 9, Instructional Endorsements, and Subchapter 10, Additional Requirements or Exceptions to Requirements for Instructional Endorsements for Certification.

#### **N.J.A.C. 6A:9B-8.4 Requirements for the provisional certificate**

This section sets forth the requirements for a candidate to be eligible for a provisional certificate.

The Department proposes to amend N.J.A.C. 6A:9B-8.4(a)3, which requires a school district to submit to the Office documentation that demonstrates that a candidate for a provisional certificate has been registered in the district mentoring program upon employment and in accordance with N.J.A.C. 6A:9C-4. The Department proposes to delete "and in accordance with N.J.A.C. 6A:9C-4" because professional development and mentoring are not required to obtain a provisional certificate.

The Department proposes to amend N.J.A.C. 6A:9B-8.4(a)4ii, which requires the CE educator preparation program in which the candidate is enrolled to ensure that the candidate is enrolled in bilingual/bicultural courses immediately upon starting and throughout the program. The Department proposes to add "and attending" after "enrolled in" to ensure that educators earning a bilingual/bicultural endorsement receive program supports and professional learning.

The Department proposes to amend N.J.A.C. 6A:9B-8.4(b), which states that the effective date of the provisional certificate issuance is the date on which the CE or CEAS holder begins employment with the district board of education in a certified position in accordance with N.J.S.A. 18A:26-2 and 18A:27-4a. The Department proposes to also require the employing



school district to register the teacher within 60 days of the date the CE or CEAS holder begins employment. The proposed amendment will ensure the Department can maintain an accurate record of educators in the provisional teacher program by specifying that the district board of education has the responsibility for reporting newly employed CE or CEAS holders.

The Department proposes to relocate N.J.A.C. 6A:9B-8.4(e), which requires the annual summative evaluation rating(s) from each prior employing school district to constitute part of the record on which a principal shall base the standard certification determination, as N.J.A.C. 6A:9B-8.6 because that section is a more appropriate location for the regulation.

The Department proposes to recodify existing N.J.A.C. 6A:9B-8.4(f) as new N.J.A.C. 6A:9B-8.4(e).

The Department proposes new N.J.A.C. 6A:9B-8.4(f) to allow a candidate holding a temporary instructional certificate issued pursuant to N.J.A.C. 6A:9B-8.10 who meets all requirements at N.J.A.C. 6A:9B-8.4(a), except N.J.A.C. 6A:9B-8.4(a)1, to be eligible for a temporary provisional certificate in an appropriate instructional endorsement area. The proposed subsection also states that the temporary provisional certificate shall expire concurrent with the expiration of the temporary instructional certificate. The proposed subsection further states that the temporary provisional certificate in the specific endorsement area shall not be renewed. The proposed subsection also states that the time a candidate is employed under the temporary provisional certificate shall count toward a candidate's total allowable provisional period, pursuant to N.J.A.C. 6A:9B-8.5(c). The Department proposes new N.J.A.C. 6A:9B-8.4(f)1 to state that a candidate holding a temporary instructional certificate who has already completed an educator preparation program shall be issued a temporary provisional certificate without being required to enroll in another educator preparation program. The proposed regulation will align the section with new N.J.A.C. 6A:9B-8.10, which is the proposed section regarding the nonresident military spouse temporary instructional certificate. The temporary certificate provides flexibility for nonresident military spouses to be employed as a teacher. The proposed time limitation will ensure that the temporary instructional certificate is not used to circumvent New Jersey's educator certification requirements.

### **N.J.A.C. 6A:9B-8.5 Renewal of the provisional certificate**

This section governs the renewal of provisional certificates.

The Department proposes to amend N.J.A.C. 6A:9B-8.5(c), which states that the two-year provisional certificate may be renewed once for a maximum provisional period of four years or may be renewed twice for a maximum provisional period of six years if the candidate fulfills one or more of the requirements at N.J.A.C. 6A:9B-8.5(c)1, 2, and 3, in addition to the renewal requirements at N.J.A.C. 6A:9B-8.5(b). The Department proposes to delete "may be renewed once for a maximum provisional period of four years or" because this occurs when a certificate holder fulfills the requirements at N.J.A.C. 6A:9B-8.5(b).

The Department proposes to delete N.J.A.C. 6A:9B-8.5(c)2, which allows candidates who are issued the provisional certificate after February 1 of the first school year to renew their provisional certificate twice. The proposed deletion will allow provisional teachers more time to complete the requirements for their standard certificate.

The Department proposes to recodify existing N.J.A.C. 6A:9B-8.5(c)3 as new N.J.A.C. 6A:9B-8.5(c)2.

The Department proposes new N.J.A.C. 6A:9B-8.5(d) to state that a candidate who is issued a temporary instructional certificate is not eligible for a renewal of a temporary provisional certificate in the specific endorsement area issued. The proposed subsection will align the section with N.J.A.C. 6A:9B-8.10, which is the proposed section for the nonresident military spouse temporary certificate.

#### **N.J.A.C. 6A:9B-8.6 Evaluation of a provisional teacher for the standard certificate**

This section sets forth the procedures that principals, or their designees, must follow when evaluating provisional teachers.

The Department proposes to relocate existing N.J.A.C. 6A:9B-8.4(e), which requires the annual summative evaluation rating(s) from each prior employing school district to constitute part of the record on which a principal shall base the standard certification determination, to N.J.A.C. 6A:9B-8.6(f), as previously described.

#### **N.J.A.C. 6A:9B-8.7 Requirements for the standard certificate**

This section contains the requirements for a candidate to be eligible for a standard certificate.

#### **N.J.A.C. 6A:9B-8.8 Requirements for interstate reciprocity for a CEAS, CE, or standard certificate**

This section governs interstate reciprocity for instructional certificates.

The Department proposes new N.J.A.C. 6A:9B-8.8(a)1i to exempt candidates applying for reciprocity for a certificate that requires possession of, or eligibility for, a CEAS or standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught from having to complete a CEAS educator preparation program that includes clinical practice and endorsement in a subject that is also issued in New Jersey. The proposed regulation will eliminate the requirement to complete an additional clinical practicum for candidates who satisfied that requirement as part of their initial certification.

The Department proposes to amend N.J.A.C. 6A:9B-8.8(a)3, which requires candidates applying for reciprocity who begin teaching academic year 2017-2018 to pass a performance assessment that is approved by the state in which the certificate was issued, unless the candidate holds National Board for Professional Teacher Standards (NBPTS) or the Meritorious New Teacher Candidate (MNTC) designation. The Department proposes to delete “[e]ffective for candidates who begin teaching academic year 2017-2018” because the date has passed and the requirement now applies to all candidate cohorts.

The Department proposes to amend N.J.A.C. 6A:9B-8.8(c), which states that candidates who have been issued an out-of-State CE shall meet all requirements at N.J.A.C. 6A:9B-8.3 with the exception of N.J.A.C. 6A:9B-8.8(b) and (e). The Department proposes to incorporate the exceptions at existing N.J.A.C. 6A:9B-8.8(f) and new N.J.A.C. 6A:9B-8.8(h), (i), and (j).

The Department proposes to amend the first sentence at N.J.A.C. 6A:9B-8.8(e), which states that a candidate who has a valid standard certificate issued by another state, including an endorsement in a subject area or grade level also issued by the Office, but does not meet the requirements at N.J.A.C. 6A:9B-8.8(d)1 shall be issued a CE. The Department proposes to replace “CE” with “CEAS.” The Department also proposes to delete N.J.A.C. 6A:9B-8.8(e)1 through 4, which require the candidate to meet all requirements for provisional and standard certificates at N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but exempts the candidate from CE certification requirements; the provisional certificate requirement to be enrolled in a CE educator

preparation program; the renewal of provisional certificate requirement to be enrolled in, or to have completed, a CE educator preparation program; and the standard certification requirement to complete a CE educator preparation program. The proposed amendment and deletions account for the candidates who have completed educator preparation programs in their home states, which qualifies them for a CEAS. Out-of-State teachers must complete only evaluations and mentoring for a standard certificate.

The Department proposes new N.J.A.C. 6A:9B-8.8(h) to establish that the Office will issue an instructional CE to candidates who enroll in an educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program, pursuant to N.J.A.C. 6A:9A-5.7; hold an equivalent, valid CE or provisional instructional certificate issued by another state; pass a subject-matter test to receive an out-of-State endorsement or the appropriate New Jersey subject-matter test; have at least one year of effective teaching experience, as documented by a letter from the candidate's former supervisor, principal, or employing school district's human resource officer; and demonstrate good standing during previous teaching experience pursuant to an out-of-State certificate.

The Department proposes new N.J.A.C. 6A:9B-8.8(i) to require candidates participating in the Alternate Route Interstate Reciprocity Pilot Program to meet all of the requirements at N.J.A.C. 6A:9B-8.4 to be eligible for a provisional certificate.

The Department proposes new N.J.A.C. 6A:9B-8.8(j) to establish that the Office will issue a standard certificate to candidates who complete a CE educator preparation program while participating in the Alternate Route Interstate Reciprocity Pilot Program; pass a State-approved performance assessment or the performance assessment approved by the state in which the reciprocal certificate was issued prior to entry into the CE educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program; and meet the requirements for a standard certification, pursuant to N.J.A.C. 6A:9B-8.7. New N.J.A.C. 6A:9B-8.8(j)3i states that a candidate who successfully completes CE educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program may apply to the Office to have up to one year of effective teaching experience earned out-of-State, as documented by a letter from the candidate's former supervisor, principal, or employing school district's human resource officer, apply toward the requirements at N.J.A.C. 6A:9B-8.6(b).

#### **N.J.A.C. 6A:9B-8.9 Requirements for non-public school training programs**

This section sets forth requirements for nonpublic schools that choose to provide a mentoring program for novice teachers.

The Department proposes to amend N.J.A.C. 6A:9B-8.9(a)2, which requires a participating nonpublic school to assign, as a mentor, a teacher on staff in a non-administrative, non-supervisory capacity who holds a standard New Jersey instructional certificate. The Department proposes to also allow the nonpublic school to assign a non-staff member who meets the criteria at N.J.A.C. 6A:9C-5.2 as the mentor. The proposed amendment will align the rule for participating nonpublic schools with the requirements for mentors in public schools and allow retired educators to serve as mentors.

#### **Proposed New N.J.A.C. 6A:9B-8.10 Nonresident military spouse temporary instructional certificate**

This proposed new section will establish the requirements for a nonresident military spouse to be eligible for a temporary instructional certificate, in accordance with N.J.S.A. 18A:26-2.14.

Proposed N.J.A.C. 6A:9B-8.10(a) will require an applicant for the nonresident military spouse temporary instructional certificate to do the following:

- Be ineligible for any other instructional endorsement pursuant to N.J.A.C. 6A:9B-8.1 through 8.8;
- Document nonresident active-duty spouse status by submitting a military dependent identification card;
- Hold a valid and current license or certificate to teach issued by another state for which there is an equivalent and currently issued New Jersey endorsement; and
- Demonstrate competency in teaching through demonstration of either three years of successful out-of-State teaching under a validly issued out-of-State teaching license or meeting the GPA requirement pursuant to N.J.A.C. 6A:9B-8.2. The candidate shall submit a letter of experience from a past supervisor or authorized school district representative and/or a completed Record of Professional Experience form.

Proposed N.J.A.C. 6A:9B-8.10(b) states that the temporary instructional certificate shall be valid for one year from issuance date and shall not be subject to renewal. The proposed subsection also will require certificate holders to apply and be eligible for a certificate pursuant to N.J.A.C. 6A:9B-8 through 13 to continue teaching upon expiration of the temporary instructional certificate.

Proposed N.J.A.C. 6A:9B-8.10(c) states that the temporary instructional certificate shall be issued for a specific instructional content area endorsement, in accordance with N.J.A.C. 6A:9B-8.10(a)3, to ensure that certificate holders are placed in classrooms for which they have appropriate content knowledge.

## **Subchapter 8A. Limited Instructional Certificate of Eligibility and Certificate of Eligibility with Advanced Standing Pilot Program**

### **N.J.A.C. 6A:9B-8A.1 Scope**

This section establishes the scope of the five-year pilot program created pursuant to P.L. 2021, c. 224, as well as general provisions for the creation and issuance of the limited CE and limited CEAS in an instructional area.

### **N.J.A.C. 6A:9B-8A.2 School district participation**

This section sets forth the criteria for Commissioner approval of school districts to participate in the limited CE and limited CEAS pilot program, as well as criteria for their continued participation.

### **N.J.A.C. 6A:9B-8A.3 Limited CE or CEAS in an instructional area requirements**

This section contains the eligibility criteria for the limited CE and limited CEAS in an instructional area. The section requires a candidate for a limited CEAS in an instructional area to meet all the requirements for a CEAS pursuant to N.J.A.C. 6A:9B-8.2, with the exception of one of the following: the minimum grade point average (GPA) requirement pursuant to N.J.A.C. 6A:9B-8.2(a)3 and its exceptions at N.J.A.C. 6A:9B-8.2(c); or the minimum passing score on an appropriate State test(s) of subject matter knowledge pursuant to N.J.A.C. 6A:9B-8.2(a)4 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-9.1(a)2. The section also requires a candidate for a limited CE in an instructional area to hold a bachelor's or an advanced degree and to meet all other requirements for a CE pursuant to N.J.A.C. 6A:9B-8.3, with the exception of one of the following: 1) the minimum number of subject area course credits and the alternative requirements or exceptions at N.J.A.C. 6A:9B-8.3(a)4 and 9.1(a)1; 2) the minimum GPA

pursuant to N.J.A.C. 6A:9B-8.3(a)3 and its exceptions at N.J.A.C. 6A:9B-8.3(b); 3) the minimum score on a Commissioner-approved test of basic reading, writing, and mathematical skills pursuant to N.J.A.C. 6A:9B-8.3(a)5 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-8.3(a)5i; or 4) the minimum passing score on an appropriate State test(s) of subject matter knowledge pursuant to N.J.A.C. 6A:9B-8.3(a)4 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-9.1(a)2.

#### **N.J.A.C. 6A:9B-8A.4 Provisional and standard certificate requirements for certificate holders with a limited CE or CEAS in an instructional area**

This section sets forth the criteria and requirements for holders of a limited CE and CEAS in an instructional area to earn a provisional certificate. This section states that the limited CE or limited CEAS in an instructional area satisfies the CE or CEAS requirement at N.J.A.C. 6A:9B-8.1(a) for purposes of obtaining a provisional certificate until November 1, 2027. This section also requires a certificate holder with a limited CE or limited CEAS in an instructional area to meet all requirements at N.J.A.C. 6A:9B-8.4 to be eligible for a provisional certificate and to meet all provisional certificate requirements by no later than September 1, 2027. This section further requires a provisional certificate holder hired pursuant to the pilot program to meet all of the requirements at N.J.A.C. 6A:9B-8.7 to be eligible for a standard certificate.

### **Subchapter 9. Instructional Endorsements**

This subchapter sets forth the basic requirements for an endorsement in a subject area, describes what the endorsements authorize the holder to instruct, and provides a list of the subject areas for which the Department can issue an endorsement.

#### **N.J.A.C. 6A:9B-9.1 Endorsement requirements**

This section sets forth the basic requirements that apply to nearly all available endorsements.

#### **N.J.A.C. 6A:9B-9.2 Authorizations - general**

This section provides the grades or subject(s) that each endorsement authorizes the holder to teach.

The Department proposes new N.J.A.C. 6A:9B-9.2(a)7 to state that “[h]olders of other endorsements may teach computer science, as defined in Standard 8.1 of the NJSLs, until July 1, 2027. After July 1, 2027, a teacher of computer science in preschool through grade 12 shall hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15.” The proposed paragraph will align the section with N.J.S.A. 18A:26-2.26, which authorizes the creation of a computer science education endorsement to the instructional certificate.

#### **N.J.A.C. 6A:9B-9.3 Department-issued endorsements and authorizations**

This section provides a comprehensive list of the endorsements issued by the Department. The endorsements are grouped within the relevant NJSLs or by specific populations, subjects, ages, and/or grade levels.

The Department proposes to amend N.J.A.C. 6A:9B-9.3(a)1iv, which states that the speech arts and dramatics endorsement authorizes the holder to teach speech arts and dramatics in all public schools. The Department proposes to delete “and dramatics” because there is a separate theater endorsement that is equivalent to dramatics. Therefore, “and dramatics” is no longer necessary and is being deleted throughout this chapter, where necessary.

The Department proposes to amend N.J.A.C. 6A:9B-9.3(a)2iv, which states that the swimming and water safety instructor endorsement authorizes the holder to teach swimming, diving, and water safety in all public schools. The Department proposes to delete “instructor” for consistency with the other endorsements listed. The proposed amendment also will implement part of a petition for rulemaking from the American Red Cross to adjust the names of safety certificates and other language related to qualifications for teaching swimming, diving, and water safety in New Jersey public schools (see 54 N.J.R. 720(a)).

The Department proposes new N.J.A.C. 6A:9B-9.3(a)9 to state that the computer science endorsement authorizes the holder to teach computer science, as described in Standard 8.1 of the NJSLS, in all New Jersey public schools. The proposed paragraph will align the section with N.J.S.A. 18A:26-2.26, which authorizes the creation of a computer science education endorsement to the instructional certificate.

The Department proposes to amend N.J.A.C. 6A:9B-9.3(b)1, which provides that the bilingual/bicultural endorsement authorizes the holder to teach bilingual/bicultural education in all public schools. The Department proposes to add that the bilingual/bicultural endorsement also authorizes a holder to provide consultative services and supportive resource programs, including modification and adaptation of curriculum and instruction, to English language learners. The proposed amendment will enable holders of the bilingual/bicultural endorsement to provide services beyond instruction.

#### **N.J.A.C. 6A:9B-9.4 21st century life and careers and career and technical education endorsements and authorizations**

This section sets forth the business education and career and technical education (CTE) endorsements and authorizations, which differ from other endorsements in Subchapter 9.

The Department proposes to amend N.J.A.C. 6A:9B-9.4(a)1ii, which authorizes holders of the business: an accounting endorsement to teach accounting, bookkeeping, finance and investment, business mathematics, and exploration of related careers. The Department proposes to delete “bookkeeping” because bookkeeping is part of accounting responsibilities and the terminology is no longer used in the profession.

The Department proposes to amend N.J.A.C. 6A:9B-9.4(c)7, which authorizes holders of the government and public administration endorsement to teach in CTE programs that prepare students for careers related to governance, national security, foreign service, revenue and taxation, regulation, and management and administration at the local, State, and Federal levels. The Department proposes to delete “foreign service” because the CTE career cluster prepares students for careers in state and Federal government, rather than for a career in foreign service.

#### **Subchapter 10. Additional Requirements or Exceptions to Requirements for Instructional Endorsements for Certification**

This subchapter contains additional requirements and rules that apply to specific endorsements.

##### **N.J.A.C. 6A:9B-10.1 General provisions**

This section states that the subchapter includes, in addition to the requirements at N.J.A.C. 6A:9B-8 and 9, requirements for the instructional endorsement, including specific coursework required for programs leading to an endorsement for any subject referenced in the subchapter and approved pursuant to N.J.A.C. 6A:9A.

## **N.J.A.C. 6A:9B-10.2 Elementary school (K-6)**

This section requires a candidate for the elementary school (K-6) endorsement to complete a liberal arts, science, dual-content, or interdisciplinary academic major or a minimum of 60 semester-hour credits in liberal arts and/or science to satisfy the requirements at N.J.A.C. 6A:9B-9.1(a)1iii.

The Department proposes new N.J.A.C. 6A:9B-10.2(a) to state that candidates for an elementary school (K-6) endorsement must complete all of the certification requirements at N.J.A.C. 6A:9B-8 and 9, with the exception of N.J.A.C. 6A:9B-9.1(a)1. N.J.A.C. 6A:9B-8 and 9 apply to all endorsement areas.

The Department proposes to amend recodified N.J.A.C. 6A:9B-10.2(b) to delete “[t]o meet the endorsement requirements at N.J.A.C. 6A:9B-9.1(a)1iii” because that subparagraph requires all candidates for an instructional endorsement to complete 30 content credits aligned to one subject area with 12 credits at the advanced level, which is unnecessary for elementary educators who teach all subject areas. The proposed amendments will allow for a combination of content knowledge and pedagogical content knowledge more appropriate for the elementary school (K-6) endorsement. The Department additionally proposes to add “also” between “shall complete” to specify that a candidate for the elementary school (K-6) endorsement must complete the requirements at N.J.A.C. 6A:9B-10.2(a) and (b)1 or 2.

The Department proposes to amend N.J.A.C. 6A:9B-10.2(b)2, which requires a candidate for the elementary (K-6) endorsement to complete a minimum of 60 semester-hour credits in liberal arts and/or science if the candidate did not complete a liberal arts, science, dual-content or interdisciplinary major. The Department proposes to add “for a candidate who begins a CEAS education preparation program on or before August 31, 2025,” at the beginning to require candidates who apply on or before that date to meet existing requirements. The Department also proposes to add new N.J.A.C. 6A:9B-10.2(b)2i to explain the requirements for candidates entering the program on or after September 1, 2025. The inclusion of dates will allow candidates currently enrolled in programs to complete the existing requirements through August 31, 2025, while providing time for educator preparation programs to make the necessary program adjustments and require candidates entering programs after September 1, 2025, to meet the new requirements. At new N.J.A.C. 6A:9B-10.2(b)2i, the Department proposes to reduce the number of semester-hour credits to 30 in core-content areas, including English, mathematics, and social studies/history for candidates that begin educator preparation programs on or after September 1, 2025. Reducing the number of content credits will give educator preparation programs more opportunity to focus on candidates’ pedagogical content knowledge. The 30 semester-hour credits may encompass a sequence of classes in the core content areas, while also including classes that could be applied to an academic major, in addition to core classes that may be required at the college or university.

The Department proposes new N.J.A.C. 6A:9B-10.2(c) to establish the required pedagogy coursework and/or clinical experiences for all candidates for a CEAS with an elementary school (K-6) endorsement who enter educator preparation programs on or after September 1, 2025, while also delineating the specific requirements for building pedagogical content knowledge in core content areas for elementary teachers. Currently, the Department does not specify pedagogical coursework required in educator preparation programs that lead to an elementary school (K-6) endorsement. The Department also proposes new N.J.A.C. 6A:9B-10.2(c)1, 2, and 3 to ensure that all candidates who obtain the endorsement are explicitly trained in pedagogical content knowledge for teaching mathematics, literacy, science, and social studies

with an emphasis on the integration of literacy across all content areas, which will align with the Department's focus on robust literacy instruction for all students, especially early learners.

The Department proposes new N.J.A.C. 6A:9B-10.2(d) to require a holder of a CE with an elementary school (K-6) endorsement who begins teaching provisionally on or after September 1, 2025, to complete a Department-approved New Jersey college or university program pursuant to N.J.A.C. 6A:9B-10.2(c)1 through 3. The proposed new regulation will hold all candidates to the same expectations.

### **N.J.A.C. 6A:9B-10.3 Health and physical education**

The section sets forth the requirements for the health and physical education endorsement.

The Department proposes to change the section's heading to "Health and physical education and physical education" to clarify the requirements set forth in this section apply to two endorsements -- health and physical education and physical education.

The Department proposes to amend N.J.A.C. 6A:9B-10.3(a)1, which requires the candidate for the health and physical education endorsement to complete a 30-credit coherent sequence of courses in health and a minimum of 15 credits in physical education, which must include the study of individual, dual, and team sports. The Department proposes to delete "dual" because dual sports are included in "team sports." The Department also proposes to add "adaptive physical education" to ensure that physical education teachers are equipped to work with students of all levels of ability.

### **N.J.A.C. 6A:9B-10.4 Physical science**

The section establishes the requirements for the physical science endorsement.

The Department proposes to replace the section heading with "Science" because this section applies to the new add-on endorsement proposed at N.J.A.C. 6A:9B-11.13, as well as the physical science endorsement.

The Department proposes new N.J.A.C. 6A:9B-10.4(b) to require candidates holding a CEAS or standard certificate with a science endorsement seeking an additional CEAS or standard certificate with a science endorsement to complete 15 credits in the corresponding content area with six credits at the advanced level and pass the State test of subject matter knowledge. Proposed N.J.A.C. 6A:9B-10.4(b)i states that the GPA flexibilities pursuant to N.J.A.C. 6A:9B-8.2(c) and 8.3(b) shall not apply. The proposed subsection will eliminate a redundancy in content requirements to obtain an additional science endorsement. The candidates have already met the general science requirements and have taken the subject-matter assessment for general science.

### **N.J.A.C. 6A:9B-10.5 World languages**

The section sets forth the requirements for the world languages endorsement.

The Department proposes to delete N.J.A.C. 6A:9B-10.5(c), which exempts a candidate who matriculated and enrolled in classes in a world language educator preparation program no later than spring semester 2005 and who met the requirements at N.J.A.C. 6A:9B-10.2 and completed the program at N.J.A.C. 6A:9B-10.5(a)1, September 1, 2007, from being required to complete the linguistic competency requirement at N.J.A.C. 6A:9B-10.5(a)1. The Department also proposes to delete N.J.A.C. 6A:9B-10.5(c)1, which requires a candidate who meets the section's requirements but applies to the Office after March 1, 2008, to complete the linguistic



competency requirement. The subsection is no longer necessary because these dates have passed and the requirements are now applicable to all candidates.

#### **N.J.A.C. 6A:9B-10.6 Technology education**

This section contains the requirements for the technology education endorsement.

#### **N.J.A.C. 6A:9B-10.7 Art**

The section sets forth the requirements for the art endorsement.

#### **N.J.A.C. 6A:9B-10.8 Speech arts and dramatics**

The section establishes the requirements for the speech arts and dramatics endorsement.

The Department proposes to repeal the section because dramatics is no longer an endorsement and is replaced by an existing theater endorsement. Speech arts requires only 30 credits or a major in speech, which is an existing requirement at N.J.A.C. 6A:9B-9.1(a)1iii.

#### **N.J.A.C. 6A:9B-10.9 Social studies**

The section sets forth the requirements for the social studies endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.9 as N.J.A.C. 6A:9B-10.8.

#### **N.J.A.C. 6A:9B-10.10 Family and consumer sciences**

The section contains the requirements for the family and consumer science endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.10 as N.J.A.C. 6A:9B-10.9.

#### **N.J.A.C. 6A:9B-10.11 Comprehensive business**

This section sets forth the requirements for the comprehensive business endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.11 as N.J.A.C. 6A:9B-10.10.

The Department proposes to amend N.J.A.C. 6A:9B-10.10(a)1, which requires a candidate for the comprehensive business endorsement to complete, at a two- or four-year regionally accredited college or university, 12 semester-hour credits in bookkeeping or accounting. The Department proposes to instead require six semester-hour credits in only accounting. Reducing the number of credits will increase candidate access to this endorsement while maintaining the minimum requirements, which will increase the number of educators in an area of high need. The Department is also proposing to delete “bookkeeping” as it is outdated content that is no longer used in the business profession. The Department proposes to delete “bookkeeping” through the chapter, where necessary.

#### **N.J.A.C. 6A:9B-10.12 Computer applications and business-related information technology**

This section establishes the requirements for the computer applications and business-related information technology endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.12 as N.J.A.C. 6A:9B-10.11.

### **N.J.A.C. 6A:9B-10.13 Finance, economics, and law**

This section sets forth the requirements for the finance, economics, and law endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.13 as N.J.A.C. 6A:9B-10.12.

### **N.J.A.C. 6A:9B-10.14 Keyboarding and data entry**

This section requires a candidate for the keyboarding and data entry endorsement to complete, at a two- or four-year regionally accredited college or university, a course in keyboarding and/or word processing applications.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.14 as N.J.A.C. 6A:9B-10.13.

### **N.J.A.C. 6A:9B-10.15 Office administration and office systems technology**

This section sets forth the requirements for the office administration and office systems technology endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-10.15 as N.J.A.C. 6A:9B-10.14.

### **N.J.A.C. 6A:9B-10.16 Individuals enrolled in degree programs prior to January 7, 2008**

This section requires a candidate who matriculates and enrolls in a State-approved educator preparation program in accordance with the applicable subsection at N.J.A.C. 6A:9B-10.6 through 10.10, on or after January 7, 2009, to complete all requirements of the applicable subsection effective as of January 7, 2008. This section also requires a candidate who is matriculated and enrolled in an out-of-State approved educator preparation program in accordance with the applicable section at N.J.A.C. 6A:9B-10.6 through 10.10, prior to January 7, 2009, and applied to the Office for certification no later than January 7, 2010, to complete all requirements at N.J.A.C. 6A:9B-8.2, effective January 6, 2008. The section further requires a candidate who did not apply to the Office for certification by January 7, 2010, to fulfill the applicable requirements pursuant to N.J.A.C. 6A:9B-10.6 through 10.10 in this section.

The Department proposes to repeal existing N.J.A.C. 6A:9B-10.16 because the dates have passed and the requirements are now applicable to all candidates.

### **Proposed New N.J.A.C. 6A:9B-10.15 Computer science**

This proposed new section will establish the requirements for a stand-alone endorsement in computer science.

Proposed N.J.A.C. 6A:9B-10.15(a) will require candidates holding a standard instructional certificate in another endorsement area to meet the following requirements to be eligible for the computer science endorsement: complete 15 credit hours of computer science coursework and pass the appropriate State test of computer science content knowledge.

Proposed N.J.A.C. 6A:9B-10.15(b) will require candidates for a standard instructional certificate in computer science to complete all certificate requirements at N.J.A.C. 6A:9B-8 and the endorsement requirements at N.J.A.C. 6A:9B-9.

Proposed N.J.A.C. 6A:9B-10.15(c) states that candidates who hold standard certificates and teach computer science as of September 1, 2024, shall be eligible for the computer science endorsement if the candidates have received two effective or highly effective ratings in teaching

computer science within the last four years and pass the appropriate State test of computer science content knowledge.

Proposed N.J.A.C. 6A:9B-10.15(d) will require all candidates for the computer science endorsement to complete, or have completed, a minimum of three semester-hour credits in a methods of teaching computer science course offered by an accredited college or university within 12 months of the initial computer science teaching assignment. Proposed N.J.A.C. 6A:9B-10.15(d)1 states that the methods course may be included in the 15 credit hours of computer science coursework pursuant to (a)1 above or the 30 credit hours required to fulfill endorsement requirements pursuant to N.J.A.C. 6A:9B-9.1(a)1iii.

## **Subchapter 11. Additional Requirements or Exceptions to Requirements for Instructional Certification with Special Endorsements**

This subchapter sets forth the additions to, and exceptions from, certification requirements for the following special endorsements: preschool through grade three; career and technical education; students with disabilities; bilingual and bicultural education; English as a second language; driver education; military science; elementary school with subject matter specialization; teacher of supplemental instruction in reading and mathematics, grades K-8; and the charter school CE.

### **N.J.A.C. 6A:9B-11.1 General provisions**

This section states that the subchapter includes additional requirements or exceptions for the instructional certificate with special endorsements. This subchapter also includes specific coursework required for programs leading to an endorsement in any subject covered in this subchapter and approved pursuant to N.J.A.C. 6A:9A.

### **N.J.A.C. 6A:9B-11.2 Preschool through grade three**

This section sets forth the requirements for the preschool through grade three endorsement.

The Department proposes new N.J.A.C. 6A:9B-11.2(a)1ii(1) to require a candidate for the preschool through grade three endorsement who enters an educator preparation program on or after September 1, 2025, to complete at least 30 semester-hour credits in core-content subject areas, including English, mathematics, social studies/history, and/or science. The proposed new regulation will reduce the number of liberal arts credits required to provide more opportunity for educator preparation programs to include meaningful pedagogical content-based courses for candidates for the preschool through grade three endorsement.

The Department proposes new N.J.A.C. 6A:9B-11.2(a)2 to make the existing rules applicable to candidates who enter an educator preparation program on or before August 31, 2025. The Department also proposes new N.J.A.C. 6A:9B-11.2(a)2i to require CEAS candidates who enter a preschool through grade three educator preparation program on or after September 1, 2025, to complete the requirements at new N.J.A.C. 6A:9B-11.2(b). The proposed paragraph will require candidates to complete subject-matter requirements for preschool through grade three and the preschool through grade three pedagogy to ensure that every student, school, and school district have access to well-trained, effective educators who meet the needs of their communities. The inclusion of dates will allow candidates currently enrolled in programs to complete the existing requirements through August 31, 2025, while providing a timeframe for educator preparation programs to make the necessary program adjustments and to require candidates entering programs after September 1, 2025, to meet the new requirements.

Recodified N.J.A.C. 6A:9B-11.2(a)3 requires, effective with academic year 2017-2018, that provisional teachers holding a CE with a preschool through grade three endorsement complete either 350 hours of formal instruction, pursuant to N.J.A.C. 6A:9A-5.4(a)1, or 24 semester-hour credits of preschool through grade three pedagogy at a Department-approved New Jersey college or university program. The Department proposes to amend recodified N.J.A.C. 6A:9B-11.2(a)3i to replace “equity” with “equitable opportunities.” The proposed amendment will clarify that the coursework will include the creation of a climate that fosters and nurtures diversity and equitable opportunities that address each student’s needs, without expecting that all students will demonstrate equal outcomes.

The Department proposes to delete “[e]ffective academic year 2017-2018” and recodified N.J.A.C. 6A:9B-11.2(a)3 because all provisional teachers holding a CE with a preschool through grade three endorsement in the 2017-2018 academic year have either been issued a standard certificate or have exceeded the time allowed to earn a standard certificate and, therefore, are no longer eligible to teach in public schools pursuant to the preschool through grade three endorsement. Existing N.J.A.C. 6A:13A-11.2(a)3, which is proposed for deletion, requires provisional teachers holding a CE with a preschool through grade three endorsement who enter a CE educator preparation program prior to academic year 2017-2018 to complete either 200 hours of formal instruction, pursuant to N.J.A.C. 6A:9A-5.4(b), or 13 semester-hour credits of preschool through grade three pedagogy at a Department-approved New Jersey college or university program.

The Department proposes new N.J.A.C. 6A:9B-11.2(b) to delineate the requirements for candidates seeking a CEAS with a preschool through grade three endorsement who enter an educator preparation program on or after September 1, 2025. The proposed requirements include at least 30 credits in coursework and/or clinical experience in developing the pedagogical content knowledge for teaching mathematics to preschool and elementary students; developing the pedagogical content knowledge for teaching reading and literacy to preschool and elementary students; developing the pedagogical content knowledge for teaching science and social studies to preschool and elementary students that emphasizes the integration of literacy skills in science and social studies; addressing child development and learning, including studies designed to foster understanding of the dynamic continuum of development and learning in children from birth through age eight; addressing understanding family and community, including studies designed to foster an understanding of the significant roles of families and communities; and addressing curriculum and assessment, including studies designed to foster an understanding of the importance of implementing developmentally appropriate principles and practices.

Proposed N.J.A.C. 6A:9B-11.2(b)1 through 6 will establish required pedagogy coursework and/or clinical experiences for all candidates for the preschool through grade three endorsement entering educator preparation programs on or after September 1, 2025. Proposed N.J.A.C. 6A:9B-11.2(b)1 will require candidates to have six to nine credits that focus on developing the pedagogical content knowledge for teaching mathematics to preschool and elementary students and that include cognitively guided mathematics instruction; assessment of, and remediation for, difficulties in mathematics; the use of mathematical practices in instruction; building the underlying mathematical conceptual knowledge of educators; and the integration of literacy skills in mathematics. Proposed N.J.A.C. 6A:9B-11.2(b)2 will require candidates to complete 12 to 15 credits that focus on developing the pedagogical content knowledge for teaching reading and literacy to preschool and elementary students and that include developing the pedagogical content knowledge and conceptual framework for teaching early literacy skills or foundational reading skills, including, but not limited to, phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print; strategies for teaching reading comprehension, writing, speaking, and listening to preschool and elementary students; multicultural, multilingual, and diverse children’s literature; assessment for, and planning of,

remedial instruction to address reading problems for early and emergent readers, and assessment and screening of early reading difficulties; and foundations of speech language development, including screening and support of students with speech/language, articulation, and communication disorders. Proposed N.J.A.C. 6A:9B-11.2(b)3 will require candidates to also complete coursework that focuses on developing the pedagogical content knowledge for teaching science and social studies to preschool and elementary students that emphasizes the integration of literacy skills in science and social studies. The Department proposes new N.J.A.C. 6A:9B-11.2(b)4 to require candidates to also complete coursework that addresses child development and learning, including studies designed to foster understanding of the dynamic continuum of development and learning in children from birth through age eight. Proposed new N.J.A.C. 6A:9B-11.2(b)5 will require candidates to complete coursework that addresses understanding family and community, including studies designed to foster an understanding of the significant roles of families and communities. Proposed new N.J.A.C. 6A:9B-11.2(b)6 will require candidates to complete coursework that addresses curriculum and assessment, including studies designed to foster an understanding of the importance of implementing developmentally appropriate principles and practices. The proposed coursework requirements will ensure that all candidates who obtain the preschool through grade three endorsement are explicitly trained in pedagogical content knowledge for teaching mathematics, literacy, science, and social studies with an emphasis on the integration of literacy across all content areas, which will align with the Department's focus on robust literacy instruction for all students, especially early learners. Due to the overlap in the grade levels taught by elementary and preschool through grade three teachers, the proposed content-based pedagogy topics are similar.

The Department proposes new N.J.A.C. 6A:9B-11.2(c) to require a holder of a CE with preschool through grade three endorsement who begins teaching under a provisional certificate on or after September 1, 2025, to complete a Department-approved New Jersey college or university program pursuant to new N.J.A.C. 6A:9B-11.2(b).

The Department proposes to amend recodified N.J.A.C. 6A:9B-11.2(d), which, in part, allows a teacher holding a standard elementary school endorsement valid in preschool through grade eight issued no later than March 1, 2008, with the equivalent of two academic years of full-time experience teaching three- and four-year-olds under the certificate to teach children in preschool in a public school or a Department of Children and Families facility if the teaching experience was in a position that would require the preschool through grade three endorsement. The Department proposes to also require teachers meeting this criteria to present documentation that supports the preschool teaching experience when newly employed in a school district or a Department of Children and Families facility. The proposed amendment will ensure that current educators have been exposed to the specialization of preschool through grade three education and are updated on recent pedagogy. The proposed amendments will ensure that every student, school, and school district have access to well-trained, effective educators who meet the needs of their communities.

The Department proposes to amend recodified N.J.A.C. 6A:9B-11.2(e), which states that a standard certificate with a preschool through grade three endorsement authorizes the holder to teach preschool and kindergarten in all school districts. The Department proposes to replace “and kindergarten” with “through third grade” to reflect the proper grade span.

### **N.J.A.C. 6A:9B-11.3 Career and technical education**

This section establishes the requirements for the career and technical education endorsement.

The Department proposes to combine N.J.A.C. 6A:9B-11.3(a)1 and 2, which require candidates for the instructional certificate in a career and technical education endorsement to

complete the applicable CE or CEAS requirements, at N.J.A.C. 6A:9B-11.3(a)1. The Department also proposes to recodify existing N.J.A.C. 6A:9B-11.3(a)3 and 4 as new N.J.A.C. 6A:9B-11.3(a)2 and 3, respectively.

The Department proposes to amend recodified N.J.A.C. 6A:9B-11.3(a)3, which requires candidates for the instructional certificate in a career and technical education endorsement to complete the requirements for the renewal of the provisional certificate at N.J.A.C. 6A:9B-8.5 and the standard certificate requirements at N.J.A.C. 6A:9B-8.7. The Department proposes to delete the requirement for candidates who have not yet completed the Department-approved basic skills assessment or achieved a minimum score on an alternate assessment listed at N.J.A.C. 6A:9B-8.3(a)5 to complete the basic skills assessment prior to becoming eligible for a standard certificate. The Department proposes new N.J.A.C. 6A:9B-11.3(a)3i to require holders of a provisional certificate with a career and technical education endorsement seeking a standard certificate to demonstrate proficiency in the use of English language and mathematics by: 1) passing the Commissioner-approved test of basic reading, writing, and mathematics skills; 2) holding a master's or terminal degree from an accredited institution of higher education; 3) holding an occupational license or certification or industry certificate or registration; or 4) completing a portfolio of work products through an approved educator preparation program, as approved by the employing school district's superintendent, or the superintendent's designee. The proposed amendments will add alternative measures for the basic skills assessment for CTE teachers and will align the section with N.J.S.A. 18A:26-34.

The Department proposes to amend N.J.A.C. 6A:9B-11.3(b)1, which sets forth how a candidate is deemed eligible for a CE with a career and technical education endorsement. N.J.A.C. 6A:9B-11.3(b)1 sets forth the experience-based endorsement requirements that include passing an examination in physiology, hygiene, and substance abuse issues, holding a State-issued occupational license, certificate, or registration if the candidate is seeking an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, and meeting one of the following: employment experience, self-employment experience, or military experience. The Department proposes to delete "the State issued" and add "issued by the State of New Jersey or other state or national authority" pertaining to the occupational license, certificate, or registration. The proposed amendments will expand the pool of eligible candidates for a career and technical education endorsement by changing the valid occupational licenses to include out-of-State licenses and national licenses. The Department also proposes an amendment at N.J.A.C. 6A:9B-11.3(b)1i(2), which states that the Department will identify industry credentials in consultation with experts from education and business. The Department proposes to add "annually review and" before "identify" to ensure that industry credentials are reviewed at least on an annual basis. The proposed amendment will ensure that qualified experience is up-to-date with industry credentials.

The Department proposes to delete existing N.J.A.C. 6A:9B-11.3(c), which requires any school district that employs a novice teacher who has not yet passed the basic-skills tests required at N.J.A.C. 6A:9B-11.3(a)3 to provide ongoing support through the novice teacher's supervisor to ensure the novice teacher's students receive appropriate feedback on basic skills for their class work. The existing subsection also requires the school district to provide ongoing support to prepare the novice teacher to pass the basic-skills tests. The proposed deletion aligns with the additional alternative measures for CTE teachers; therefore, the subsection is no longer needed.

The Department proposes to recodify existing N.J.A.C. 6A:9B-11.3(d), (e), and (f) as new N.J.A.C. 6A:9B-11.3(c), (d), and (e), respectively.

## **N.J.A.C. 6A:9B-11.4 Teacher of students with disabilities**

This section sets forth the requirements for the teacher of students with disabilities endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-11.4(a)1, which requires a candidate for a CE or CEAS with a teacher of students with disabilities endorsement to possess or be eligible for a CE, CEAS, or standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught. The Department proposes to delete “or be eligible for” because this endorsement requires the candidate to already possess a CE, CEAS or standard certificate.

The Department proposes to amend N.J.A.C. 6A:9B-11.4(a)2, which requires candidates for the deaf or hard of hearing with sign language communication endorsement to achieve an intermediate or higher score on the Sign Communication Proficiency Interview (SCPI). The Department proposes to replace “Communication” and “(SCPI)” with “Language” and “(SLPI),” respectively, and to add “or a score of three or higher on the American Sign Language Proficiency Interview (ASLPI).” The proposed amendments will provide more opportunities for candidates to meet the requirements to attain the endorsement, which will increase the number of educators in an area of high need.

The Department proposes new N.J.A.C. 6A:9B-11.4(a)6 to exempt a candidate for a CE or CEAS with a teacher of students with disabilities endorsement from the clinical practice requirement, pursuant to N.J.A.C. 6A:9B-8.2(b). The proposed paragraph will eliminate the requirement to complete an additional clinical practicum because the candidates satisfied the requirement while earning their initial certificate.

The Department proposes to amend the first sentence at N.J.A.C. 6A:9B-11.4(b), which requires a candidate for the CEAS with a teacher of students with disabilities endorsement who has met the requirements at N.J.A.C. 6A:9B-11.4(a)1 to complete an educator preparation program. The Department proposes to add “that includes a minimum of 21 credit hours in the topics at (d), (e), (g), or (h) below” after “educator preparation program.” The Department proposes to amend the second sentence, which requires a candidate for the deaf or hard-of-hearing with a sign language communication endorsement to also achieve an intermediate or higher score on the SCPI. The Department proposes to replace “SCPI” with “SLPI or a score of three or higher on the ASLPI.” The proposed amendments will eliminate the requirement to complete an additional clinical practicum because the candidates satisfied the requirement while earning their initial certificate.

The Department proposes to amend N.J.A.C. 6A:9B-11.4(d)1, which requires provisional certificate holders with a teacher of students with disabilities endorsement to complete an educator preparation program that includes a range of 21 to 27 credit hours of formal instruction in the specified topics to be eligible for the standard certificate. The Department proposes to replace “range of 21 to 27 credit hours” with “minimum of 21 credit hours” to eliminate the cap for the credit hours, which will provide flexibility for educator preparation programs to determine the appropriate number of credits. The same amendment is proposed at N.J.A.C. 6A:9B-11.4(e)1 and 11.6(b).

The Department proposes new N.J.A.C. 6A:9B-11.4(d)1ix to require provisional teachers who hold a CE with a teacher of students with disabilities endorsement to complete an educator preparation program that includes formal instruction in Autism spectrum disorders, in addition to the existing eight topics. The proposed subparagraph will align the endorsement requirements at P.L. 2017, c. 6.

The Department proposes to delete existing N.J.A.C. 6A:9B-11.4(e)3, which exempts holders of the provisional certificate with a blind or visually impaired endorsement from the

performance assessment, pursuant to N.J.A.C. 6A:9B- 8.7(a)4. The proposed deletion will no longer require these candidates to duplicate the performance assessments they have already completed for their initial instructional certificate. The Department proposes to delete existing N.J.A.C. 6A:9B-11.4(f)3 and (g)3, which exempt, from the performance assessment, holders of the provisional certificate with a deaf or hard-of-hearing with oral/aural communication and holders of the provisional certificate with a deaf or hard-of-hearing with sign language communication endorsement, respectively, for the same reason.

The Department proposes new N.J.A.C. 6A:9B-11.4(j) to require the holder of a provisional certificate with a teacher of students with disabilities endorsement to meet the following requirements to renew the provisional certificate: demonstrate successful completion of at least two courses per provisional period, as required of the approved educator preparation program, and be rated effective or highly effective during the year of the requested renewal. The proposed subsection codifies that teachers holding this endorsement and seeking a renewal of their provisional certificate must show annual progress toward meeting requirements for the standard certificate.

The Department proposes to recodify existing N.J.A.C. 6A:9B-11.4(j), (k), and (l) as new N.J.A.C. 6A:9B-11.4(k), (l), and (m), respectively.

The Department proposes to delete existing N.J.A.C. 6A:9B-11.4(m), which allows holders of a standard teacher of the handicapped certificate to obtain additional instructional endorsements upon completion of the academic and test requirements listed at N.J.A.C. 6A:9B-8.2 and upon presentation of an original letter from a school official documenting a minimum of one year of experience teaching students with disabilities under a teacher of the handicapped endorsement. The subsection proposed for deletion is redundant and is codified at existing N.J.A.C. 6A:9B-9.1(b).

#### **N.J.A.C. 6A:9B-11.5 Bilingual/bicultural education**

This section contains the requirements for the bilingual/bicultural endorsement.

#### **N.J.A.C. 6A:9B-11.6 English as a second language**

This section sets forth the requirements for the English as a second language (ESL) endorsement.

The Department proposes new N.J.A.C. 6A:9B-11.6(c) to state that no holder of a provisional certificate shall be employed for more than six years in a position requiring an English as a second language endorsement, except as set forth at N.J.A.C. 6A:9B-8.5(c). The proposed subsection aligns with existing N.J.A.C. 6A:9B-8.5.

#### **N.J.A.C. 6A:9B-11.7 Driver education**

This section establishes the requirements for a driver education endorsement.

#### **N.J.A.C. 6A:9B-11.8 Military science**

This section sets forth the requirements for the military science endorsement.

#### **N.J.A.C. 6A:9B-11.9 Middle school with subject matter specialization**

This section includes the requirements for the middle school with subject-matter specialization endorsement.

The Department proposes new N.J.A.C. 6A:9B-11.9(d) and (e) to add two new middle school with subject-matter specialization endorsements. Proposed new N.J.A.C. 6A:9B-11.9(d)



will add a middle school with subject-matter specialization endorsement in science, technology, engineering, and mathematics (STEM). A middle school STEM endorsement will allow holders of a middle school with subject-matter endorsement in mathematics or science to demonstrate the content knowledge necessary to earn the STEM endorsement by passing an additional subject-matter content assessment without having to fulfill other endorsement requirements. Earning the additional endorsement will broaden the scope of middle school courses the holder could teach by allowing a holder of the middle school with subject-matter specialization endorsement in STEM to teach science and mathematics. The proposed new endorsement will help address the staffing issues that school districts are facing in finding and hiring middle school teachers. The proposed new endorsement will create a streamlined pathway for middle school teachers to be dually certified in STEM areas.

The Department proposes new N.J.A.C. 6A:9B-11.9(e) to add a new middle school with subject-matter specialization endorsement in humanities. A middle school humanities endorsement will allow holders of a middle school with subject-matter endorsement in English language arts or social studies to demonstrate the content knowledge necessary to earn the humanities endorsement by passing an additional subject-matter content assessment without having to fulfill other endorsement requirements. Earning the additional endorsement will broaden the scope of middle school courses that a holder could teach by allowing a holder of the middle school with subject-matter specialization endorsement in humanities to teach English language arts, social studies and related literature, and social and civic engagement. The proposed new endorsement will help address the staffing issues that school districts are facing in finding and hiring middle school teachers. The proposed new endorsement will create a streamlined pathway for middle school teachers to be dually certified in humanities.

#### **N.J.A.C. 6A:9B-11.10 Swimming and water safety**

This section sets forth the requirements for the swimming and water safety endorsement.

The Department proposes amendments to the section to implement parts of a petition for rulemaking from the American Red Cross to adjust the names of safety certificates and other language related to qualifications for teaching swimming, diving, and water safety in New Jersey public schools (see 54 N.J.R. 720(a)).

The Department proposes to amend N.J.A.C. 6A:9B-11.10(a)2, which requires candidates for the swimming and water safety endorsement to hold a valid Cardiopulmonary Resuscitation for Professional Rescuer Certificate issued by the American Red Cross or the YMCA. The Department proposes to replace “YMCA” with “American Heart Association.” The American Heart Association is an organization approved by the Department of Health to certify individuals in CPR, whereas the YMCA is not an approved organization for the CPR certificate.

The Department proposes to amend N.J.A.C. 6A:9B-11.10(a)4, which requires candidates for the swimming and water safety endorsement to hold a valid Water Safety Instructor Certificate issued by the American Red Cross, the YMCA, or the Flotation Aided Swim Training Program (FAST Swim Program<sup>TM</sup>). The Department proposes to replace “Water Safety Instructor Certificate” with “water safety/swimming instructor certificate.” The proposed amendment will encompass the certificates issued by the three authorized entities.

The Department proposes to amend N.J.A.C. 6A:9B-11.10(b)2, which requires the chief school administrator of the employing district board of education to annually forward to the executive county superintendent copies of each valid American Red Cross or YMCA certificate identified at N.J.A.C. 6A:9B-11.10(a)2, 3, and 4 for every person assigned to teach swimming and/or diving. The Department proposes to delete “American Red Cross or YMCA” because the

issuers of each certificate identified at N.J.A.C. 6A:9B-11.10(a)2, 3, and 4 already are listed in the respective paragraph.

### **N.J.A.C. 6A:9B-11.11 Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8**

This section establishes the requirements for the Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 endorsement.

### **N.J.A.C. 6A:9B-11.12 Requirements for the charter school certificate of eligibility (CSCE)**

This section sets forth the requirements for the charter school certificate of eligibility (CSCE).

The Department proposes to recodify the second sentence at N.J.A.C. 6A:9B-11.11(d)2, which requires the charter school to provide written recommendation for the issuance of a standard charter school certificate, as new N.J.A.C. 6A:9B-11.11(e).

### **Proposed N.J.A.C. 6A:9B-11.13 Requirements for mathematics and science add-on endorsement**

This proposed new section will establish the requirements for mathematics and science add-on endorsements for candidates who already hold a CEAS or standard instructional certificate in mathematics or science. For example, an individual who holds an instructional certificate with a science endorsement and teaches chemistry could earn an endorsement in physical sciences, in lieu of needing all 30 credits in the new subject area as required by the existing rules.

Proposed N.J.A.C. 6A:9B-11.13(a) states that “[a]ll endorsements authorized under this section shall be used only for employment in areas of mathematics and science in foundational courses in the subject area sequence.”

N.J.A.C. 6A:9B-11.13(b) is proposed to exempt candidates for a CE with a mathematics or science endorsement as an add-on from the requirements at N.J.A.C. 6A:9B-9.1 and, instead, to require the candidates to 1) hold a valid New Jersey CEAS or standard instructional certificate in mathematics or science; 2) complete at least six of the 30 credits of appropriate coursework in the subject area; 3) demonstrate at least two years of successful teaching under a valid New Jersey or out-of-State equivalent instructional teaching certificate, and 4) be enrolled in, and recommended for a CE by an educator preparation program.

N.J.A.C. 6A:9B-11.13(c) is proposed to state that candidates holding and employed pursuant to a CE issued pursuant to N.J.A.C. 6A:9B-11.13(b) shall be eligible for a provisional certificate issued pursuant to N.J.A.C. 6A:9B-8.4. Proposed N.J.A.C. 6A:9B-11.13(d) will require candidates to complete all requirements for a standard certificate with a mathematics or science area endorsement pursuant to N.J.A.C. 6A:9B-9.1(a), 10, or 11, as applicable. The proposed regulations will align the section with eligibility requirements for provisional and standard certificates at N.J.A.C. 6A:9B-8.4 and 9.1(a), 10, or 11, respectively.

Proposed N.J.A.C. 6A:9B-11.13(e) will require candidates for a standard certificate with a mathematics or science endorsement who hold a CE issued pursuant to N.J.A.C. 6A:9B-11.13(b) to do the following: 1) meet the coursework and subject matter knowledge assessment requirements for the endorsement area at N.J.A.C. 6A:9B-9.1(a); 2) successfully complete the educator preparation program approved pursuant to N.J.A.C. 6A:9A-5.6; and 3) be recommended for a standard certificate by the educator preparation program.

## **Proposed New N.J.A.C. 6A:9B-11.14 Requirements for the early college high school certificate of eligibility**

The Department proposes new N.J.A.C. 6A:9B-11.14 to effectuate P.L. 2021, c. 279, which authorized a CE for individuals who are qualified by education and experience to teach grades seven through 12 at an early college high school program. The State law established an alternate route to expedite the certification of eligible candidates and exempts them from the requirements governing a CE.

Currently, experienced college professors are required to obtain a teaching certificate prior to teaching in early college high school programs that offer dual enrollment opportunities to high school students. While experienced college professors have the content knowledge and teaching experience necessary to teach college courses, they do not always meet the requirements to obtain an instructional certificate in New Jersey. This alternate pathway will allow early college high school programs to continue to attract experienced college professors without requiring them to take additional coursework to teach college-level courses if they have demonstrated teaching proficiency.

Proposed N.J.A.C. 6A:9B-11.14(a) states that all endorsements issued pursuant to this section authorize the certificate holder to teach grades seven through 12 only in an early college high school program.

Proposed N.J.A.C. 6A:9B-11.14(b) sets forth the requirements for a candidate to be eligible for the early college high school CE with an instructional endorsement. A candidate must hold an advanced degree for an accredited college or university in a field related to the subject area being taught, have experience teaching students at any grade level, including postsecondary, and pass the appropriate State test of subject-matter knowledge.

Proposed N.J.A.C. 6A:9B-11.14(c) will require a candidate for the early college high school provisional certificate in an instructional area to show documentation that an early college high school intends to employ the candidate in a teaching position and enroll in the provisional teacher program.

Proposed N.J.A.C. 6A:9B-11.14(d) will require a candidate for the early college high school standard certificate in any instructional area to demonstrate the successful completion of at least four school years of teaching under an early college high school provisional certificate with annual summative evaluation ratings of “effective” or “highly effective” issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6.

### **Subchapter 11A. Requirements for Teacher Leader Endorsement**

This subchapter sets forth the requirements for the teacher leader endorsement to the instructional certificate.

#### **N.J.A.C. 6A:9B-11A.1 Purpose of requirements**

This section requires a certificate holder with the teacher leader endorsement to be prepared to demonstrate the Teacher Leader Model Standards.

#### **N.J.A.C. 6A:9B-11A.2 Authorization**

This section authorizes holders of the teacher leader endorsement to assume responsibilities that are consistent with the Teacher Leader Model Standards.

## **N.J.A.C. 6A:9B-11A.3 Requirements**

This section establishes the requirements for a candidate to be eligible for the teacher leader endorsement.

### **Subchapter 12. Requirements for Administrative Certification**

This subchapter sets forth the requirements for the Department's approval of educator preparation programs for administrative and supervisory personnel, approving non-traditional programs for administrative and supervisory personnel, evaluating the eligibility of candidates for administrative or supervisory certification, and approving principal and school administrator residency programs.

#### **N.J.A.C. 6A:9B-12.1 Purpose of requirements**

This section states that the requirements for administrative certification shall apply when approving educator preparation programs for administrative and supervisory personnel, evaluating the eligibility of candidates for administrative or supervisory certification, and approving residency programs required of principal and school administrator candidates for certification.

The Department proposes to amend N.J.A.C. 6A:9B-12.1(a)2 to replace "administrative or supervisory certification" with "an administrative certificate or an administrative certificate with a supervisor endorsement." The Department proposes to amend N.J.A.C. 6A:9B-12.1(a)3 to replace "principal and school administrator candidates for certification" with "candidates for an administrative certificate with a principal or school administrator endorsement." The proposed amendments will clarify the two types of endorsements for administrators.

#### **N.J.A.C. 6A:9B-12.2 College degrees**

This section requires all candidates for administrative certification, except for school business administrators, to hold a master's degree or higher from a regionally accredited college or university.

#### **N.J.A.C. 6A:9B-12.3 Authorizations**

This section establishes what certificate holders can do under the school administrator, principal, supervisor, and school business administrator endorsements to an administrative certificate and which roles and responsibilities the certificate holder can assume.

The Department proposes to amend N.J.A.C. 6A:9B-12.3(d)2, which authorizes the holder of a school business administrator endorsement to engage in facilities planning, construction and maintenance, personnel administration, administration of transportation and food services, and central data-processing management. The Department proposes to delete "construction and maintenance" because the two areas are covered by the a certified facilities manager certificate issued by the Department. A certified facilities manager is responsible for the oversight of construction and maintenance.

#### **N.J.A.C. 6A:9B-12.4 School administrator**

This section sets forth the requirements for a candidate to be eligible for a school administrator endorsement.

The Department proposes to amend the section to streamline the requirements for a school administrator endorsement and to reorganize the requirements for mentors and the individualized mentoring plan.

The Department proposes to amend N.J.A.C. 6A:9B-12.4(a)1ii, which requires a candidate for the school administrator CE to hold a master's degree from an accredited college or university and complete a post-master's program resulting in a CEAS in educational administration and supervision. The Department proposes to replace "post-master's program resulting in a CEAS" with "graduate-level program." The Department also proposes to replace "in educational administration and supervision" with "in educational leadership, curriculum and instruction, or one of the recognized fields of leadership or management." The proposed amendments will streamline the requirements at existing N.J.A.C. 6A:9B-12.4(a)1ii, iii, iv, and v and (a)2 into one regulation. The proposed amendment will broaden the potential pool of educators eligible for the school administrator certificate by allowing candidates who have a master's degree in another field to complete a graduate program that includes the relevant educational leadership coursework whether within, or in addition to, the master's degree program.

The Department proposes to recodify N.J.A.C. 6A:9B-12.4(a)3, 4, and 5 as new N.J.A.C. 6A:9B-12.4(a)2, 3, and 4.

The Department proposes to amend recodified N.J.A.C. 6A:9B-12.4(a)3, which requires a candidate for a CE with a school administrator endorsement to pass a State-approved examination of knowledge acquired through study of the topics listed at N.J.A.C. 6A:9B-12.4(a)2, aligned with the Professional Standards for School Leaders, and most directly related to the functions of superintendents. The Department proposes to delete "of knowledge acquired through study of the topics listed in (a)2 above" because the topics have been updated and the requirements will align with the Professional Standards for School Leaders.

The Department proposes to delete the second sentence at N.J.A.C. 6A:9B-12.4(e), which allows a residency to be extended for medical or family leave if agreed upon by the Department and the employing school or school district. The proposed deletion codifies that residency program providers, instead of the Department, have the discretion to determine whether residency extensions are necessary. The same amendment is proposed at new N.J.A.C. 6A:9B-12.5(e)2.

The Department proposes to recodify the last sentence at existing N.J.A.C. 6A:9B-12.4(e)2 as new subsection (f). The proposed recodifications will separate the candidate eligibility requirements for standard administrative certificate with a school administrator endorsement and the Commissioner-approved program residency requirements.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(e)2iv(1), (2), (5), and (6) as N.J.A.C. 6A:9B-12.4(g)1, 2, 4, and 5, respectively. The Department also proposes to recodify existing N.J.A.C. 6A:9B-12.4(e)2iv(3) and (4) as N.J.A.C. 6A:9B-12.4(g)3. The proposed recodifications will relocate all mentor criteria and duties in one regulation. The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(e)2v and (f) as new N.J.A.C. 6A:9B-12.4(h) and (g), respectively.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(g), which requires each candidate for the standard administrative certificate to be evaluated by a mentor at least three occasions with the first two evaluations conducted mainly for diagnostic purposes, as N.J.A.C. 6A:9B-12.4(i). The Department proposes to amend the subsection to delete "[t]he first two evaluations shall be conducted mainly for diagnostic purposes." The Department proposes to recodify the third sentence, which requires the final evaluation to be the basis for issuance of the candidate's standard certificate, as new N.J.A.C. 6A:9B-12.4(i)2. The Department also proposes to recodify the fourth and fifth sentences, which require all performance evaluations to be aligned with the Professional Standards for School Leaders, the mentor to discuss each evaluation with the candidate, and the mentor and candidate to sign each report, as new N.J.A.C.

6A:9B-12.4(i)1. The Department also proposes to delete the last sentence, which requires the mentor to send the completed report to the Department, accompanied by the recommendation for certification pursuant to N.J.A.C. 6A:9B-12.4(j) because the provisions will be relocated at N.J.A.C. 6A:9B-12.4(j)1 and 2, as proposed for amendment.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(h), which requires each mentor to form an advisory panel of practicing educators and to convene the panel on at least three occasions for purposes of reviewing the candidate's progress and soliciting advice concerning the candidate's certification. The regulation also allows the mentor to seek the informal input of the employing district board of education concerning the candidate's standard certification. The subsection proposed for deletion is no longer part of the mentor's responsibilities, which are proposed for amendment at new N.J.A.C. 6A:9B-12.4(g) and (h).

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(i), which states that the Department may require the candidate to pay fees to the program provider to cover the cost of the training and mentoring services that will qualify him or her for certification and employment. The proposed deletion is necessary because the educator preparation or residency programs set the fees for training and mentoring services rather than the Department.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(j)1, which requires the mentor to submit to the Department, before the end of the residency period, a comprehensive evaluation report on the candidate's performance. The section is no longer necessary because the Department requires a signed copy of the evaluation only after the candidate has received their copy pursuant to recodified N.J.A.C. 6A:9B-12.4(j)2.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(j)2 as N.J.A.C. 6A:9B-12.4(j)1.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(j)3, which states that mentors act as agents of the Board of Examiners in formulating their certification recommendations and that the mentors' recommendations shall not be subject to review or approval by district boards of education. The mentors do not act as agents of the Board of Examiners, but rather make recommendations to the Board of Examiners related to the issuance of certificates. The same deletion is proposed at N.J.A.C. 6A:9B-12.7, which relates to the school business administrator endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(j)5, which requires the mentor to provide the candidate with a copy of the signed evaluation report, and the mentor's recommendation, before submitting it to the Department, as new N.J.A.C. 6A:9B-12.4(j)2.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.4(j)4 as N.J.A.C. 6A:9B-12.4(j)3.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(j)6, which allows a candidate who disagrees with the mentor's recommendation to appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.13. The existing regulation is redundant and allowed pursuant to existing N.J.A.C. 6A:9B-4.13. A similar rule at existing N.J.A.C. 6A:9B-12.7(g)6 is proposed for deletion for the same reason.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.4(n), which established a five-year pilot program for the issuance of a CE, a provisional certificate, and a standard certificate for school administrator to a successful candidate for appointment as chief school administrator. The regulation is no longer needed because the pilot program period has expired.

## **N.J.A.C. 6A:9B-12.5 Principal**

This section contains the requirements for a candidate to be eligible for the principal endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-12.5(a)1ii, which requires a candidate for the principal CE to hold a master's degree from an accredited college or university and complete a post-master's program resulting in a CEAS in educational administration and supervision. The Department proposes to replace "post-master's program resulting in a CEAS" with "graduate-level program." The Department also proposes to replace "in educational administration and supervision" with "in educational leadership, curriculum and instruction, or one of the recognized fields of leadership or management." The proposed amendments will streamline the requirements at existing N.J.A.C. 6A:9B-12.5(a)1ii, iii, iv, and v and (a)2 into one subparagraph and recodify N.J.A.C. 6A:9B-12.5(a)1iv as (a)1iii. The proposed amendment will broaden the potential pool of educators eligible for the principal certificate by allowing candidates who have a master's degree in another field to complete a graduate program that includes the relevant educational leadership coursework whether within, or in addition to, the master's degree program.

The Department proposes to recodify N.J.A.C. 6A:9B-12.5(a)3, 4, and 5 as N.J.A.C. 6A:9B-12.5(a)2, 3, and 4.

The Department proposes to amend recodified N.J.A.C. 6A:9B-12.5(a)3, which requires a candidate for a CE with a principal endorsement to pass a State-approved examination of knowledge acquired through study of the topics listed at N.J.A.C. 6A:9B-12.5(a)2 and most directly related to the functions of superintendents. The Department proposes to replace "study of the topics listed in (a)2 above" with "study aligned to the Professional Standards for School Leaders" because the topics have been updated and the requirements will align with the Professional Standards for School Leaders.

The Department proposes new N.J.A.C. 6A:9B-12.5(e)3 and 4 to require candidates eligible for the standard administrative certificate with a principal endorsement to have been reviewed by the mentor, recommended by the mentor for a standard certificate, and have paid the program provider any fees that may be required by the Department to cover the cost of the training and mentoring services.

The Department proposes to recodify the last sentence at existing N.J.A.C. 6A:9B-12.5(e)2 and (e)2i, iii, iv, and iv, which require the Commissioner-approved program provider selected by the employing school or school district to implement the residency program and set forth program criteram as new N.J.A.C. 6A:9B-12.5(f)1 through 5. The Department proposes to recodify existing N.J.A.C. 6A:9B-12.5(e)2iv(1) through (6) and (e)2v as new N.J.A.C. 6A:9B-12.5(g) and (g)1 through 7, respectively. The proposed recodifications will separate the program provider requirements from mentor responsibilities.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.5(f)1, 2, and 3 as N.J.A.C. 6A:9B-12.5(f)5i, ii, and iii, respectively. The Department proposes to amend the second sentence of new N.J.A.C.6A:9B-12.5(f)5i, which requires principal mentors to have received a summative rating of "effective" or "highly effective" starting in academic year 2013-2014 and each year thereafter. The Department proposes to delete "[f]or principals practicing in New Jersey starting in academic year 2013-2014 and each year thereafter" because the date has passed and the provision now applies to all principal mentors. The Department also proposes at N.J.A.C.6A:9B-12.5(f)5i to add "in at least three years of service in a position requiring a

principal endorsement” at the end of the second sentence to require the principal mentor to have effective or highly effective ratings for at least three years.

The Department proposes new N.J.A.C. 6A:9B-12.5(h) to state that a mentoring plan shall take the place of the individualized professional development plan during the residency period. The proposed subsection also will require the mentoring plan to be individualized based on the candidate’s preparation, past work experience, and the unique leadership demands of the employing school or school district. The proposed subsection also will require the support for the candidate in areas established at new N.J.A.C. 6A:9B-12.5(h)1 through 11 to be considered in developing the individualized plan. The proposed regulation will ensure that the individualized mentoring plan is based on the required criteria and is inclusive of specific areas of principal leadership such as collegial management, supervision and evaluation responsibilities, working with a district board of education, management of school district operations, and school law.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.5(g), which requires the Commissioner-approved program provider to base the candidate’s recommendation for the standard administrative certificate with a principal endorsement to be based on at least three reviews conducted by the mentor throughout each year during the two-year residency, as N.J.A.C. 6A:9B-12.5(i). The Department proposes to amend the subsection to replace “throughout each year during the two-year residency” with “in each year of the two-year residency for a minimum of six reviews” to clarify the number of total reviews that are required.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.5(h), which states that the Department may require a candidate to pay fees to the program provider to cover the cost of the training and mentoring services that will qualify him or her for certification and employment. The regulation proposed for deletion is duplicative of new N.J.A.C. 6A:9B-12.5(e)4.

The Department proposes to recodify existing N.J.A.C. 6A:9B-12.5(i) through (m) as new N.J.A.C. 6A:9B-12.5(j) through (n), respectively.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.5(i)4 and 5, which require the program provider to provide the candidate with a copy of the written evaluation report and recommendation before submitting it to the Department and allows a candidate who disagrees with the program provider’s recommendation to appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.13. The existing paragraphs are redundant and already included at existing N.J.A.C. 6A:9B-4.13.

The Department proposes to amend recodified N.J.A.C. 6A:9B-12.5(k), which states that a candidate who receives a “disapproved” recommendation or two or more “insufficient” recommendations may appeal to the Board of Examiners pursuant to N.J.A.C. 6A:9B-4.13. The Department proposes to replace “‘disapproved’ recommendation” with “‘partially effective’ or ‘ineffective’ evaluations” and to replace “‘insufficient’ recommendations” with “‘ineffective’ evaluations” to align the subsection with N.J.A.C. 6A:10.

### **N.J.A.C. 6A:9B-12.6 Supervisor**

This section sets forth the requirements for the supervisor endorsement.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.6(a)2ii(3), which requires a candidate for the supervisor endorsement to successfully complete 12 graduate-level semester-hour credits, including three elective credits in curriculum design and development. The Department also proposes to recodify existing N.J.A.C. 6A:9B-12.6(a)2ii(4), which requires a candidate for the supervisor endorsement to successfully complete 12 graduate-level semester-



hour credits, including three elective credits in instructional staff supervision and/or curriculum design and development, as N.J.A.C. 6A:9B-12.6(a)2ii(3). The Department proposes to amend recodified N.J.A.C. 6A:9B-12.6(a)2ii(3) to require six elective credits in instructional staff supervision and/or curriculum design and development, rather than three, to account for the three credits required at existing N.J.A.C. 6A:9B-12.6(a)2ii(3).

#### **N.J.A.C. 6A:9B-12.7 School business administrator**

This section establishes the requirements for the school business administrator endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-12.7(c)2iv, which outlines the criteria for a candidate to be eligible for the standard administrative certificate with a school business administrator endorsement. The Department proposes to add “minimum of” before “145 clock hours” to not limit the number of clock hours a candidate for a standard administrative certificate with a school business administrator endorsement is required to take. Given the expanding breadth of a school business administrator’s duties, the proposed amendment will provide flexibility to add content to the one-year Commissioner-approved school or school district residency program while employed under a provisional certificate, as necessary.

The Department proposes to delete the first sentence at N.J.A.C. 6A:9B-12.7(e), which requires a school business administrator’s mentor to form an advisory panel of practicing educators and to convene the advisory panel on at least three occasions for purposes of reviewing the candidate’s progress and soliciting advice concerning the candidate’s certification. The existing regulation is unnecessary in the mentoring process and is a burden to practicing educators (school business administrators) because it is an unrealistic expectation of the residency provider considering that each school district employs only one school business administrator. Additionally, the advisory panel is impractical to convene and members are uncompensated. The Department maintains that the monthly meetings and frequent, informal daily and weekly interactions between the mentees and mentors are sufficient.

The Department proposes to recodify the second sentence at N.J.A.C. 6A:9B-12.7(e), which allows the mentor to seek the informal input of the employing district board of education concerning the candidate’s standard certification, as new N.J.A.C. 6A:9B-12.7(d)4.

The Department proposes to recodify the second sentence at existing N.J.A.C. 6A:9B-12.7(f), which requires a candidate for the standard administrative certificate with a school business administrator endorsement to pay to the program provider any fees that may be required by the Department to cover the cost of the training and mentoring services, as N.J.A.C. 6A:9B-12.7(c)3.

As a result of the proposed amendments, N.J.A.C. 6A:9B-12.7(f) through (j) are recodified as N.J.A.C. 6A:9B-12.7(e) through (i), respectively.

The Department proposes to delete existing N.J.A.C. 6A:9B-12.7(g)3, which states that mentors act as agents of the Board of Examiners in formulating their certification recommendations and that the recommendations shall not be subject to review or approval by district boards of education.

#### **N.J.A.C. 6A:9B-12.8 Requirements for interstate reciprocity**

This section sets forth interstate reciprocity rules for administrator certificates.

## **Subchapter 13. Acting Administrators**

### **N.J.A.C. 6A:9B-13.1 General provisions**

This section contains rules governing the approval and appointment of acting administrators who do not hold the standard administrator certificate under circumstances that prevent a superintendent, assistant superintendent, school business administrator, principal, or vice principal from fulfilling the duties of the position.

The Department proposes to amend N.J.A.C. 6A:9B-13.1(a) to add that the section does not apply to an individual who holds the CE required for the position, in addition to the standard certificate. An individual who holds a CE applicable to an administrator position would be eligible to serve as an acting administrator without Commissioner approval as specified in the section.

The Department proposes to amend N.J.A.C. 6A:9B-13.1(b), which states that the Commissioner's approval pursuant to this section shall be for three months' duration and may be renewed for a period of three months at a time on a case-by-case basis upon application. The subsection also states that, if the acting status of the individual is to extend beyond a year, the Commissioner shall provide to the State Board a recommendation that the district board of education's application be granted. The Department proposes to amend the regulation to specify that, if the acting status of the individual is to extend beyond a year, the district board of education shall apply in writing to the Commissioner, through the executive county superintendent, for permission to employ the person in an acting capacity and state the reason(s) why the action is necessary. The Department also proposes to amend the regulation to state that the Commissioner may recommend to the State Board whether to approve the application.

## **Subchapter 14. Requirements for Educational Services Certification**

This subchapter establishes the requirements for candidates seeking educational services certifications.

### **N.J.A.C. 6A:9B-14.1 Qualifications/general provisions**

This section sets forth the general requirements for the educational services certificate.

The Department proposes to delete N.J.A.C. 6A:9B-14.1(a)3, which enables a candidate for an educational services certificate to fulfill one of four options by completing three years of successful full-time experience, or the equivalent in the appropriate field in another state pursuant to that state's standard certificate authorizing such service. The regulation also requires the candidate to hold a currently valid standard certificate from that state in the appropriate field and for the experience to occur in the seven years immediately prior to the application for the New Jersey educational services certificate. The regulation proposed for deletion is no longer necessary and is superseded by the reciprocity rules at N.J.A.C. 6A:9B-14.21.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.1(a)4 as N.J.A.C. 6A:9B-14.1(a)3.

### **N.J.A.C. 6A:9B-14.2 Student assistance coordinator**

This section explains the functions that a student assistance coordinator (SAC) endorsement authorizes a holder to carry out. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.2(b)1, 2 and 3. which establish three options to fulfill degree requirements for the SAC CE. The Department proposes to delete the last sentence in each regulation, which exempts the candidates utilizing this pathway from having to complete a college-supervised SAC practicum. The practicum will be required at recodified N.J.A.C. 6A:9B-14.2(c)3. Proposed N.J.A.C. 6A:9B-14.2(e)2i will exempt candidates who hold a SAC CE from having to complete a college-supervised SAC practicum.

The Department proposes to amend N.J.A.C. 6A:9B-14.2(c)2, which sets forth the required areas that must be part of the minimum 21 semester-hour credits completed as part of a Department-approved graduate program, to update terminology.

The Department proposes to delete existing N.J.A.C. 6A:9B-14.2(c)2vi, which requires the Department-approved graduate program to cover the coordination of research-based prevention program services in school and community settings. The provisions will be included at existing N.J.A.C. 6A:9B-14.2(c)2vi, as proposed for amendment.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.2(c)2vii and viii as new N.J.A.C. 6A:9B-14.2(c)2vi and vii.

### **N.J.A.C. 6A:9B-14.3 School nurse**

This section states that the school nurse endorsement authorizes the holder to perform nursing services and to teach in areas related to health in public schools in preschool through grade 12. This section also contains the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.3(c), which sets forth the required areas that must part of the minimum 21 semester-hour credits completed as part of a program of studies. The Department proposes new N.J.A.C. 6A:9B-14.3(c)8 to require the instruction to include substance abuse. The proposed amendment will align the section with N.J.S.A 18A:40-3.7. The Department proposes the same amendment at N.J.A.C. 6A:9B-14.4(c)7.

### **N.J.A.C. 6A:9B-14.4 School nurse/non-instructional**

This section states that the school nurse/non-instructional endorsement authorizes the holder to perform nursing services in public schools in preschool through grade 12 but does not authorize the holder to teach in areas related to health. This section also sets forth the requirements for attaining the endorsement.

The first sentence at N.J.A.C. 6A:9B-14.4(e) sets forth the requirements for an emergency certificate for the school nurse/non-instructional endorsement. The Department proposes to replace “[a]n emergency certificate may be issued” with “[u]pon the executive county superintendent’s request, the Office may issue” because the executive county superintendent receives and reviews the initial request for an emergency certificate. The Department also proposes to amend the second sentence, which requires the candidate to present evidence of study in public health nursing and child and/or adolescent growth and development. The Department proposes to delete “and child and/or adolescent growth and development” because the topics are not required for the standard certificate with a school nurse/non-instructional endorsement, making it unreasonable to require for an emergency certificate, as school nurses are in high demand. Removing this requirement will allow additional candidates to be eligible for the emergency certificate to support schools and students.

## **N.J.A.C. 6A:9B-14.5 School social worker**

This section explains the duties that a school social worker endorsement authorizes a holder to carry out. This section also specifies the requirements for attaining the endorsement.

The Department proposes to delete N.J.A.C. 6A:9B-14.5(c), which allows holders of a master's degree in social work from a regionally accredited college or university to be issued a standard educational services certificate with a school social worker endorsement. The subsection no longer is necessary, as N.J.A.C. 6A:9B-14.5(b) sets forth the requirements for all candidates with a master's degree. The proposed amendments also will simplify the section and delineate educational services professionals such as SAC, guidance counselors, and school psychologists, etc.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.5(d), which sets forth the requirements for an emergency certificate with a school social worker endorsement, as N.J.A.C. 6A:9B-14.5(c). The Department also proposes to replace “[a]n emergency certificate may be issued” with “[u]pon the executive county superintendent’s request, the Office may issue,” as the executive county superintendent receives and reviews the initial request for an emergency certificate. The Department proposes the same amendment at N.J.A.C. 6A:9B-14.7(c), which sets forth the requirements for an emergency certificate with a director of school counseling services endorsement.

## **N.J.A.C. 6A:9B-14.6 Speech-language specialist**

This section establishes the functions that a speech-language specialist endorsement authorizes a holder to perform. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to delete N.J.A.C. 6A:9B-14.6(d), which allows individuals holding a valid New Jersey speech correctionist endorsement to serve in a position requiring speech-language specialist certification until August 31, 2015, by which date the individuals had to obtain a speech language specialist endorsement or complete a Department-approved retraining program. The subsection is no longer necessary because the date has passed and all candidates for speech language specialist must meet the current requirements.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.7(e) through (i) as N.J.A.C. 6A:9B-14.7(d) through (h), respectively.

The Department proposes to amend recodified N.J.A.C. 6A:9B-14.7(h), which states that an emergency certificate is not available for the speech-language specialist endorsement after July 31, 2013. The regulation also states that emergency certificates in effect on July 1, 2013 will remain valid until July 31, 2013. The Department proposes to delete “after July 31, 2013. However, emergency certificates in effect on July 1, 2013 will remain valid until July 31, 2013” because the dates have passed.

## **N.J.A.C. 6A:9B-14.7 Director of school counseling services**

This section specifies the positions in which the holder of a director of school counseling services endorsement can serve. This section also sets forth the requirements for attaining the endorsement.

## **N.J.A.C. 6A:9B-14.8 School counselor**

This section establishes the services that the holder of a school counselor endorsement can perform. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.8(b)2iv, which requires the minimum 48 graduate semester-hour credits that are completed as part of a program of studies to include, among other areas, sociological foundations with a minimum of six semester hours that must include study in community agencies, organizations, and resources, and multicultural counseling. The Department proposes to delete “multicultural counseling,” as it is duplicative since multicultural counseling content is covered within the 18 credits of counseling that is required for this endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.8(b)2vi, which requires the minimum 48 graduate semester-hour credits that are completed as part of a program of studies to include, among other areas, supervised counseling practicum in a preschool through grade 12 school setting: a minimum of six credits. The Department proposes to add “as a school counselor” after “practicum” to clarify that the practicum must be specifically designed to prepare candidates for the role of a school counselor. The Department also proposes to require the practicum to be supervised by a person holding a standard New Jersey or out-of-State certificate with a school counselor endorsement. The proposed amendment will ensure that the practicum is completed in a school setting and incorporates all components of the coursework and experience that must be completed as a school counselor.

### **N.J.A.C. 6A:9B-14.9 School psychologist**

This section states that the school psychologist endorsement authorizes the holder to serve as a psychologist in preschool through grade 12. This section also specifies the requirement for attaining the endorsement.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.9(b)4 as N.J.A.C. 6A:9B-14.9(c) to separate the guidelines for the externship from an alternative to the required 600 clock hours within the externship for those holding an emergency certificate.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.9(c) and (d) as N.J.A.C. 6A:9B-14.9(d) and (e), respectively.

The Department proposes to amend recodified N.J.A.C. 6A:9B-14.9(d)4, 5, and 6, which set forth tools that must be provided to an extern. The Department proposes to replace “the extern shall have” with “the college, university, or school district, as appropriate shall provide the extern with.” The proposed amendments will clarify the responsible entities for providing the tools necessary during an externship.

The Department proposes to delete the second sentence at recodified N.J.A.C. 6A:9B-14.9(e), which states that the emergency certificate will be forwarded to the applicant if the executive county superintendent grants preliminary approval. The provision will be included at N.J.A.C. 6A:9B-14.1(d), as proposed for amendment. The same amendment is proposed at N.J.A.C. 6A:9B-14.14 and 14.15.

The Department proposes to relocate existing N.J.A.C. 6A:9B-14.9(e), which states that the Board of Examiners will issue a standard New Jersey school psychologist certificate to holders of a currently valid Nationally Certified School Psychologist (NCSP) license, to N.J.A.C. 6A:9B-14.9(g) for organizational structure.

### **N.J.A.C. 6A:9B-14.10 Learning disabilities teacher-consultant**

This section states that the learning disabilities teacher-consultant endorsement authorizes the holder to serve as a learning disabilities teacher-consultant in preschool through grade 12. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.10(c)2, which requires a candidate who meets the requirements at N.J.A.C. 6A:9B-14.10(b) to complete a consultant-level master's degree in educational disabilities or two other options. The Department proposes to delete "consultant-level" because the term is not defined or utilized in practice.

The Department proposes to recodify the last three sentences at N.J.A.C. 6A:9B-14.10(c)3ix as N.J.A.C. 6A:9B-14.10(c)3ix(1) to separate the requirement for the candidate to complete the practicum from the required practicum content.

### **N.J.A.C. 6A:9B-14.11 School occupational therapist**

This section states that a school occupational therapist endorsement is required for service as an occupational therapist in preschool through grade 12. This section also establishes the requirements for attaining the endorsement.

### **N.J.A.C. 6A:9B-14.12 School physical therapist**

This section states that a school physical therapist endorsement authorizes the holder to serve as a physical therapist in preschool through grade 12. This section also establishes the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.12(b)2, which requires an individual to complete a program in physical therapy from an approved school as one of three eligibility requirements for a school physical therapist endorsement. The Department proposes to replace "approved school" with "accredited college or university physical therapy program approved for the education and training of physical therapists by an accrediting agency recognized by the United States Department of Education, Office of Postsecondary Education." The proposed amendment will align the degree and study requirements with all other endorsements offered by the Office.

### **N.J.A.C. 6A:9B-14.13 Reading specialist**

This section establishes the functions that the holder of a reading specialist endorsement can carry out. This section also sets forth the requirements for attaining the endorsement.

The Department proposes amendments at N.J.A.C. 6A:9B-14.13(a), which establishes a reading specialist's functions, including "contributes to the evaluation of the reading achievement of students." The Department proposes to replace "evaluation of" with "the collection of standardized data as a means of determining and monitoring." The proposed amendments will provide clarity and precision for the reading specialist role by identifying the contributions of the reading specialist while acknowledging the collaboration necessary between the reading specialist and other experts to fully determine and monitor student achievement.

The Department proposes amendments at N.J.A.C. 6A:9B-14.13(b), which requires a candidate for the reading specialist endorsement to have completed a master's degree from an accredited college or university, two years of successful teaching experience, and the requirement at either N.J.A.C. 6A:9B-14.13(b)1 or 2. The Department proposes to replace "[a]

candidate for this endorsement” with “[a] candidate applying for this endorsement on or before August 31, 2025.” The inclusion of a date will allow candidates currently enrolled in programs to complete the existing requirements through August 31, 2025.

The Department proposes new N.J.A.C. 6A:9B-14.13(c) to require candidates applying for the reading specialist endorsement on or after September 1, 2025, to have completed a master’s degree from an accredited college or university, three years of teaching experience, and the requirements at new N.J.A.C. 6A:9B-14.13(c)1 or 2. The proposed subsection reflects the role of reading specialists, which includes serving as an instructional leader at the school or school district levels and may incorporate coaching and professional development initiatives. Requiring a candidate to have served three years in the classroom – instead of two years as currently required – will ensure that the reading specialist has the teaching experience necessary to serve as a school or school district instructional leader. Proposed new N.J.A.C. 6A:9B-14.13(c)1 will enable a candidate applying on or after September 1, 2025, to fulfill the third requirement by completing a Department-approved graduate-degree program in reading with a program of study or a program of graduate studies of 30 semester-hour credits, both of which must consist of the specified topics at new N.J.A.C. 6A:9B-14.13(c)1i through ix.

The Department proposes new N.J.A.C. 6A:9B-14.13(c)2 to enable a candidate applying for the reading specialist endorsement on or after September 1, 2025, to fulfill the third requirement by holding a master’s degree in literacy, reading, or another related field from an accredited college or university and by completing courses that cover the topics at N.J.A.C. 6A:9B-14.13(c)1. The proposed option will create a pathway for individuals to gain the reading specialist endorsement without completing a full reading specialist program, as the necessary topics could be covered in a master’s degree program. The option also will enable out-of-State candidates to earn the reading specialist endorsement by using previous coursework.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.13(c), which sets forth the requirements for an emergency certificate with a reading specialist endorsement, as N.J.A.C. 6A:9B-14.13(d). The Department proposes to add that the existing requirements must be met by candidates applying for an emergency certificate on or before August 31, 2025.

Proposed new N.J.A.C. 6A:9B-14.13(e) will set forth the requirements for candidates applying for an emergency certificate with a reading specialist endorsement on or after September 1, 2025. The Department proposes new N.J.A.C. 6A:9B-14.13(e)1, 2, and 3 to require a candidate applying for an emergency certificate with a reading specialist endorsement on or after September 1, 2025, to have a master’s degree from an accredited college or university, three years of successful teaching experience, and completed 12 graduate credits in the areas listed at N.J.A.C. 6A:9B-14.13(c)1. The proposed amendments will ensure that candidates for the emergency reading specialist endorsement are well positioned to complete the necessary coursework to obtain the regular endorsement.

#### **N.J.A.C. 6A:9B-14.14 School library media specialist**

This section explains the functions that the holder of a school library media specialist (SLMS) endorsement can perform. This section also establishes the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.14(b), which requires a candidate for a CE with an SLMS endorsement to hold a master’s degree in library media studies and complete one of the three options at N.J.A.C. 6A:9B-14.14(b)1, 2, and 3. The Department proposes to delete options one and three, which are a Department-approved graduate program that specifically prepares the candidate for the certificate and a program of graduate studies consisting of at least 36 semester-hour credits in a coherent sequence of studies. The Department proposes to

delete the other option at N.J.A.C. 6A:9B-14.14(b)2, which is to hold a master's degree in library media studies, and, instead, to amend N.J.A.C. 6A:9B-14.14(b) to require the master's degree to be in library media studies. The proposed amendments will streamline the requirements. The Department proposes to relocate N.J.A.C. 6A:9B-14.14(b)3i through x as new N.J.A.C. 6A:9B-14.14(c)3i through x. The Department proposes to delete existing N.J.A.C. 6A:9B-14.14(b)3xi, which requires a clinical experience that includes instruction and management and is completed in a school library media center. This regulation is no longer necessary because the regulation requires completion of coursework that already is taken during the candidate's time pursuant to a provisional certificate as part of the CE pathway and that is already required to obtain a standard certificate. The referenced clinical experience is completed during the CE preparation program.

The Department proposes to amend N.J.A.C. 6A:9B-14.14(c), which requires a candidate for a CEAS with the SLMS endorsement to a Department-approved graduate program that specifically prepares the candidate for the certificate or a program of graduate studies consisting of at least 36 semester-hour credits in a coherent sequence of studies and one of the requirements at N.J.A.C. 6A:9B-14.14(c)1, 2, or 3. The Department proposes to amend N.J.A.C. 6A:9B-14.14(c) to require the candidate to hold a master's degree from an accredited college and complete one additional requirement. The Department proposes to delete N.J.A.C. 6A:9B-14.14(c)2, which states that the candidate may complete a State-approved college educator preparation program with or without clinical practice as one of the additional requirements. The requirement already is covered in the State-approved educator preparation program, which is an existing requirement for this endorsement. The Department proposes new N.J.A.C. 6A:9B-14.14(c)2 to allow the candidate to complete a Department-approved graduate program that specifically prepares the candidate for the certificate. The Department also proposes to amend N.J.A.C. 6A:9B-14.14(c)3, which allows the candidate to fulfill the endorsement requirements by completing a coherent college program that includes a minimum of nine semester-hour credits in educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management. Instead, the Department proposes to allow the candidate to complete a program of graduate studies consisting of a clinical experience that includes instruction and management, which shall be completed in a school library media center, and a minimum of 36 semester-hour credits in a coherent sequence of studies. The Department further proposes to recodify N.J.A.C. 6A:9B-14.14(b)3i through x as N.J.A.C. 6A:9B-14.14(c)3i through x (as referenced above) to appropriately align the requirements for the CEAS for the SLMS endorsement. The required course content is an existing requirement to obtain a CE, which is not appropriate.

The Department proposes to relocate the second sentence at N.J.A.C. 6A:9B-14.14(e)4, which requires a certified school administrator, principal, or supervisor to provide supervision during the candidate's provisional year, as new N.J.A.C. 6A:9B-14.14(e)4i1. The Department also propose to relocate the last sentence with amendments at N.J.A.C. 6A:9B-14.14(e)4i, which requires, where possible, an experienced school library media specialist to mentor the candidate throughout the year-long residency. as the last sentence at relocated N.J.A.C. 6A:9B-14.14(e)4i(1). The Department proposes to allow all Commissioner-approved mentor programs to provide the mentoring services when an appropriate school staff person is not available. The Department proposes to amend N.J.A.C. 6A:9B-14.14(e)4i(1) to allow a Commissioner-approved mentoring program to provide an SLMS mentor if no experienced SLMS is available within the school district to mentor the candidate. The proposed amendments will improve the section's organization. The Department proposes the same amendments at N.J.A.C. 6A:9B-14.15(e)3.

The Department proposes to amend N.J.A.C. 6A:9B-14.14(e)4ii, which requires the residency program to be agreed upon through a Department-issued residency agreement outlining the responsibilities as set forth in this section and entered into by the Department, the employing school, the candidate, and the State-approved residency supervisor. The Department



propose to delete “State-approved” because the residency program is responsible for approving the supervisor, rather than the Department. The Department proposes the same amendments throughout the section and at N.J.A.C. 6A:9B-14.15.

#### **N.J.A.C. 6A:9B-14.15 Associate school library media specialist**

This section sets forth the functions that the holder of an associate school library media specialist (ASLMS) endorsement can carry out under the supervision of a certified school administrator, principal, or supervisor. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to phase out the ASLMS endorsement, while providing adequate time for individuals currently enrolled in programs to complete the requirements and earn this endorsement. Currently, the SLMS and ASLMS requirements and job responsibilities overlap, therefore, making ASLMS redundant and no longer necessary. Research also supports preparation at the master’s degree level for SLMS as opposed to the 18 graduate credits required for the ASLMS. Phasing out the ASLMS endorsement will provide clarity and streamline roles and responsibilities of the SLMS. Finally, several New Jersey colleges have students who are enrolled in a master’s level program and will graduate as SLMSs, fully prepared to provide an instructional program that includes the mastery of content and curriculum standards outlined in the New Jersey Student Learning Standards.

The Department proposes the following new rules at N.J.A.C. 6A:9B-14.15(a)1 and 2 to articulate the timeframe for which candidates remain eligible to obtain a ASLMS endorsement. New N.J.A.C. 6A:9B-14.15(a) states that, effective September 1, 2027, the Department will no longer issue an ASLMS endorsement. Proposed new N.J.A.C. 6A:9B-14.15(a)1 states that a candidate for the ASLMS endorsement who is matriculated and enrolled in a State-approved educator preparation program prior to June 1, 2023, and is recommended by the program no later than August 31, 2021, will remain eligible for the ASLMS endorsement. Proposed new N.J.A.C. 6A:9B-14.15(a)2 will allow a candidate who received an evaluation by the Office as of June 1, 2023, to complete the evaluation requirements by August 31, 2027, to obtain an ASLMS. A candidate who does not apply to the Office by August 31, 2027, will not be eligible for the ASLMS endorsement.

As a result of the proposed new rules, N.J.A.C. 6A:9B-14.15(a) through (j) are recodified as N.J.A.C. 6A:9B-14.15(b) through (k).

The Department proposes to amend recodified N.J.A.C. 6A:9B-14.15(c)2ii, which requires a candidate to complete a program of graduate studies consisting of at least 18 semester-hour credits in a coherent sequence of studies, including organization and coordination of school library media programs, resources, and instruction to provide K-12 students with a sequential course of studies. The Department proposes to replace “K-12” with “preschool through grade 12” to align the regulation with N.J.A.C. 6A:9B-14.15(a).

The Department proposes to amend recodified N.J.A.C. 6A:9B-14.1(f)3i(1) to allow a Commissioner-approved mentoring program to provide an SLMS mentor if no experienced SLMS is available within the school district to mentor the candidate.

The Department proposes new N.J.A.C. 6A:9B-14.15(l) to permit any certificate holder who holds the standard ASLMS endorsement prior to August 31, 2027, and the endorsement remains in good standing, to be employed under the endorsement, as authorized.

### **N.J.A.C. 6A:9B-14.16 School orientation and mobility specialist**

This section states that the school orientation and mobility specialist endorsement authorizes the holder to serve as an orientation and mobility instructor to blind and visually impaired students in public schools in preschool through grade 12. This section also establishes the requirements for attaining the endorsement.

The Department proposes to amend 6A:9B-14.16(b)2, which requires a candidate for the standard educational services certificate with a school orientation and mobility specialist endorsement to hold a valid Orientation and Mobility Specialist certification issued by the Academy for the Certification of Vision Rehabilitation & Education Professionals (ACVREP) or a Category A: University Preparation certification issued by the National Blindness Professional Certification Board (NBPCB). The Department proposes to replace “Category A: University Preparation certification issued” with “have successfully matriculated through a university program approved” to more clearly articulate the requirement.

### **N.J.A.C. 6A:9B-14.17 School athletic trainer**

This section states that the athletic trainer endorsement authorizes the holder to serve as a school athletic trainer in preschool through grade 12. This section also sets forth the requirements for attaining the endorsement.

### **N.J.A.C. 6A:9B-14.18 Educational interpreter**

This section establishes that, effective September 1, 2005, the educational interpreter endorsement is required for individuals who provide educational interpreting services, sign language interpreting, oral interpreting, or cued speech transliteration to students who are deaf, hard of hearing, or deaf-blind in preschool through grade 12. This section also sets forth the requirements for attaining the endorsement.

The Department proposes to amend the first sentence at N.J.A.C. 6A:9B-14.18(a), which requires, effective September 1, 2005, individuals who provide educational interpreting services, sign language interpreting, oral interpreting, or cued speech transliteration to students who are deaf, hard-of-hearing, or deaf-blind in preschool through grade 12 to hold the educational interpreter endorsement. The Department proposes to delete “[e]ffective September 1, 2005,” because the date has passed and all individuals now providing educational interpreting services, sign language interpreting, oral interpreting, or cued speech transliteration to students who are deaf, hard-of-hearing, or deaf-blind in preschool through grade 12 must hold this endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.18(b), which sets forth the requirements for a candidate to be eligible for an educational interpreter-sign language interpreting endorsement. The Department proposes to amend N.J.A.C. 6A:9B-14.18(b)1i, which requires a candidate to hold an associate or higher degree and to pass the Educational Interpreter Performance Assessment (EIPA) with a score of at least 3.0. The Department proposes to increase the required score to 3.5. The Department also proposes to require the candidate to pass the EIPA Written Test and Knowledge Standards. The proposed amendments will ensure that students in New Jersey receive interpreting services from a well-prepared educator. New Jersey is one of five states with a minimum score, of 3.0; all other states require higher scores. The Department proposes to increase the score on the EIPA throughout the section, where necessary.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.18(b)1ii, which requires the candidate to complete 15 semester-hour credits of professional education coursework that includes studies in child development, language development, curriculum

development, methods of instruction, interpreting for deaf-blind students, and legal and ethical issues for educational interpreters, as N.J.A.C. 6A:9B-14.18(b)2i. The Department proposes to decrease the semester hour-credits of professional education coursework to 12 semester-hour credits because the availability of the five required courses is limited. With the additional requirement to pass the EIPA Written Test, the Department is confident that the educators will continue to be well prepared for the classroom. The Department proposes new N.J.A.C. 6A:9B-14.18(b)2ii to also allow a candidate for an educational interpreter-sign language interpreting endorsement to meet the requirement by holding a certificate of educational interpreting from an accredited two or four-year college. The proposed regulation will allow educational interpreters moving to New Jersey from other states to be eligible for a New Jersey certification, which may increase the pool of educational interpreters in New Jersey.

The Department proposes to delete existing N.J.A.C. 6A:9B-14.18(b)2, which allows a candidate to be eligible for the educational interpreter-sign language interpreting endorsement by having the following: a high school diploma or a General Education Diploma (GED); demonstrated interpreting skills as evidenced through the possession of a sign language certificate from the Registry of Interpreters for the Deaf, the National Association of the Deaf, or other Department-approved national accrediting agencies for sign language interpreting; a minimum score of 3.0 on the EIPA; and 15 semester-hour credits of professional education coursework in specified topics. The paragraph is no longer necessary because the Department is increasing minimum qualifications for this endorsement to align them with other states' requirements, which may increase the pool of educational interpreters in New Jersey.

The Department proposes to delete N.J.A.C. 6A:9B-14.18(c), which sets forth the eligibility for the standard educational services certificate with an oral interpreting endorsement, because oral interpreting courses are no longer offered by institutions of higher education or as a certification by the Registry for Interpreters for the Deaf or the National Association of the Deaf.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.18(d) and (e) as N.J.A.C. 6A:9B-14.18(c) and (d), respectively.

The Department proposes to amend recodified N.J.A.C. 6A:9B-14.18(c), which sets forth the eligibility requirements for the standard educational services certificate with an educational interpreter-cued speech transliteration endorsement. The Department proposes to amend N.J.A.C. 6A:9B-14.18(c)1, which requires the candidate to have a high school diploma, a GED, or an associate or higher degree, to delete "a high school diploma, a GED, or." The Department proposes to delete N.J.A.C. 6A:9B-14.18(c)2, which requires candidates to demonstrate interpreting skills as evidenced through the possession of a cued speech transliteration certificate from a Department-approved accrediting agency. Instead, the Department proposes to require candidates to achieve a minimum score of 3.5 on the EIPA for cued speech or possess Testing/Evaluation and Certification Unit (TECUnit) certification, as they meet the current national standards for educational interpreters. The Department proposes to delete the references to a high school diploma or GED throughout the rest of the section and, where necessary, replace the references with "an associate or higher degree." Increasing the minimum education level for this endorsement will better align New Jersey's requirements with stakeholders and the National Association of Interpreters in Education (NAIE) that recommend a bachelor's degree; however, the Department is concerned that requiring a bachelor's degree would limit the field of educational interpreters.

The Department proposes to recodify N.J.A.C. 6A:9B-14.18(c)3, which requires the candidate to complete 15 semester-hour credits of professional education coursework in specified topics, as N.J.A.C. 6A:9B-14.18(c)2i to include it as one of two options to fulfill the

third requirement for the endorsement. The Department proposes new N.J.A.C. 6A:9B-14.18(c)2ii to include passing the EIPA Written Test, which covers the necessary content knowledge, as the other option. The proposed amendments will ensure that candidates are well prepared for the classroom and will increase the pool of candidates for this endorsement.

The Department proposes to delete existing N.J.A.C. 6A:9B-14.18(f), which allows an emergency educational interpreter certificate in oral interpreting to be issued to a candidate with a high school diploma or GED and an oral interpreting certificate from a Department-approved accrediting agency. The existing subsection also allows the emergency certificate to be renewed a total of three times. The subsection is proposed for deletion because an oral interpreting certificate is no longer offered in educator preparation programs or as a certification by the Registry for Interpreters for the Deaf or the National Association of the Deaf.

The Department proposes to recodify existing N.J.A.C. 6A:9B-14.18(g) as N.J.A.C. 6A:9B-14.18(e).

The Department proposes to amend the first sentence at recodified N.J.A.C. 6A:9B-14.18(e), which allows an emergency educational interpreter certificate with a cued speech transliteration endorsement to be issued to a candidate with a high school diploma or GED and a cued speech transliteration certificate from a Department-approved accrediting agency. The Department proposes to replace “cued speech transliteration certificate from a Department-approved accrediting agency” with “minimum score of 3.5 on EIPA for cued speech or possess TECUnit certification” to align the regulation with current national standards.

#### **N.J.A.C. 6A:9B-14.19 Cooperative education coordinator – hazardous occupations**

This section explains the functions that the holder of a cooperative education coordinator (CEC) – hazardous occupations endorsement can perform. This section also establishes the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.19(b)2, which requires a candidate for the CEC – hazardous occupations endorsement to present evidence of two years of successful teaching under a certificate in career and technical education, plus specified training. The Department proposes to replace “certificate in career and technical education” with “standard certificate in career and technical education with a hazardous occupations endorsement.” The proposed amendment will clarify the type of certificate necessary to serve in this role, as a standard certificate holder has demonstrated successful teaching necessary to serve as a coordinator, thereby preventing an inexperienced teacher from filling such roles.

#### **N.J.A.C. 6A:9B-14.20 Cooperative education coordinator**

This section sets forth the duties that the holder of a cooperative education coordinator endorsement can carry out. This section also specifies the requirements for attaining the endorsement.

The Department proposes to amend N.J.A.C. 6A:9B-14.20(b)2, which requires a candidate for a cooperative education coordinator endorsement to present evidence of completion of two years of teaching under a certificate in career and technical education. The Department proposes to add “standard” before “certificate” to clarify the type of certificate necessary to serve in this role, as a standard certificate holder has demonstrated successful teaching necessary to serve as a coordinator, thereby preventing an inexperienced teacher from filling such roles.

## **N.J.A.C. 6A:9B-14.21 Requirements for interstate reciprocity**

This section contains the rules governing interstate reciprocity for educational services certificates.

## **Proposed New N.J.A.C. 6A:9B-14.22 Bilingual language paraprofessional credential**

This proposed section will set forth the duties that the holder of a bilingual language paraprofessional can carry out. This section also will establish the requirements for attaining the endorsement. Currently, bilingual paraprofessionals are utilized informally to interpret and support bilingual instruction. The proposed new credential acknowledges the work of bilingual paraprofessional and will provide a role to further support bilingual students in classrooms, increasing students' access to content and instruction.

N.J.A.C. 6A:9B-14.22(a) states that the bilingual language paraprofessional credential may be utilized for individuals who provide bilingual instructional support services in preschool through grade 12.

N.J.A.C. 6A:9B-14.22(b) will require a candidate for the bilingual language paraprofessional credential to complete 60 semester-hour credits at an institution of higher education or hold an associate or higher degree from an accredited college or university and meet the test of subject-matter knowledge requirement at N.J.A.C. 6A:9B-9.1(a)2. N.J.A.C. 6A:9B-14.22(b)2 will also require candidates with an associate or higher degree to demonstrate oral and writing competence in English by: 1) passing a Department-approved, nationally recognized test of oral and written proficiency in English, or 2) establishing the candidate as a speaker of English who was primarily educated in English at the undergraduate or graduate level. The proposed paragraph will also require candidates with an associate or higher degree to demonstrate oral and writing competence in the target language by: 1) passing a Department-approved, nationally recognized test of oral and written proficiency in the target language; or 2) establishing the candidate as a speaker of the target language who was primarily educated in the target language at the undergraduate or graduate level. Proposed N.J.A.C. 6A:9B-14.22(b)3 will require the candidate to have six semester-hour credits of professional education coursework that includes study in language acquisition, developing literacy skills for a language learner, methods of teaching content in bilingual education, or theory and practice of teaching bilingual education. Such study may be part of, or in addition to, a degree program and may be completed at an accredited two- or four-year college.

## **Proposed New N.J.A.C. 6A:9B-14.23 Early literacy specialist**

The Department proposes new N.J.A.C. 6A:9B-14.23 to create a new educational services endorsement to support early literacy at the school and school district levels. The proposed early literacy specialist endorsement is part of the Department's focus on literacy development for the early learners.

Currently, a number of individuals with varying levels of training and expertise support the State's youngest readers. Existing training equips reading specialists to support students in kindergarten through grade 12, but the training does not necessarily require a deep understanding of the foundational support necessary to serve students in preschool through third grade. The introduction of a new educational services endorsement specific to meeting the literacy development needs of young readers aligns to the Department's goals to create opportunities for all students to be reading at or above grade level by third grade. The proposed endorsement will increase support available to students to actualize this goal.

N.J.A.C. 6A:9B-14.23(a) states that the early literacy specialist endorsement authorizes the holder to serve as a reading specialist in preschool through grade three. The proposed subsection also states that an early literacy specialist conducts in-service training of teachers and administrators, coordinates instruction for students having difficulty learning to read, diagnoses the nature and cause of a student's difficulty in learning to read, plans developmental programs in reading for all students, recommends methods and materials to be used in the school district reading program, and contributes to collection of standardized data as a means of determining and monitoring the reading achievement of students. The proposed subsection further states that the holder of an early literacy specialist endorsement may serve as the primary general education interventionist for any student in preschool through grade three with a reading or literacy difficulty that is the result of dyslexia or dysgraphia.

N.J.A.C. 6A:9B-14.23(a)1 states that the early literacy specialist endorsement will be required for individuals to serve in roles that align with the authorizations at N.J.A.C. 6A:9B-14.23(a) beginning at the start of the 2026-2027 school year. The proposed subparagraph will provide individuals currently serving in the roles with more than three years to obtain the new endorsement.

N.J.A.C. 6A:9B-14.23(b) sets forth the following requirements for a candidate to be eligible for the early literacy specialist endorsement: have a bachelor's degree from an accredited college or university, demonstrate three years of successful teaching experience, and hold a standard New Jersey instructional certificate with a preschool through grade three or elementary school endorsement. In addition, N.J.A.C. 6A:9B-14.23(b)1 and 2 will require an eligible candidate to meet one of two criteria. N.J.A.C. 6A:9B-14.23(b)1 will enable a candidate to qualify by completing a Department-approved post-baccalaureate program that is a minimum of 18 semester-hour credits with a program of study that includes: advanced study of reading and structured literacy, including phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print; diagnosis and correction of literacy problems of early learners, including a supervised clinical experience of at least 30 hours; organization of reading programs and professional development strategies to improve the teaching of literacy; supervised clinical internship in reading that focuses on the implementation of schoolwide literacy leadership, coaching/professional development, and the diagnosis, planning, and correction of reading problems in a supplemental/in-class setting; methodology that incorporates multi-sensory instructional approaches for teaching early literacy skills and that helps to remediate learning for students with dyslexia and/or dysgraphia; strategies for remediation of writing for early learners with a focus on the development of fine-motor skills related to the process of writing; and advanced study of literacy strategies for supporting students with varying abilities and multilingual learners. N.J.A.C. 6A:9B-14.23(b)2 will enable a candidate to qualify by holding a master's degree in early literacy, literacy, reading, or another related field from an accredited college or university and courses that cover the areas listed at N.J.A.C. 6A:9B-14.23(b)1.

The proposed coursework and clinical experience will require candidates to complete training specific to the role of a reading specialist for early and emergent readers. This base of knowledge will prepare educators entering a role that supports students and their literacy development, as well as professional development for teachers and leaders. The Department contends that the coursework in the specified areas will best support the training and development of an early literacy specialist who can meet the needs of learners, help support teachers, and move the State towards the goal of universal literacy.

## **Subchapter 15. Qualifying Academic Credentials**

The Department proposes to amend the heading of this subchapter and the name of the credential to "Academic Qualifying Credentials." to reflect the title currently used in the field.

## **N.J.A.C. 6A:9B-15.1 Definition; procedure**

This section describes what a Qualifying Academic Credential (QAC) is and how it can be obtained.

The Department proposes to relocate N.J.A.C. 6A:9B-15.2, which requires applicants for a mortuary science or chiropractic license to satisfy preliminary academic education criteria as required by the respective licensing authorities under the supervision of the New Jersey Division of Consumer Affairs, as N.J.A.C. 6A:9B-15.1(b). The proposed relocation will improve the section's organization.

The Department proposes to recodify existing N.J.A.C. 6A:9B-15.1(b) and (c) as N.J.A.C. 6A:9B-15.1(c) and (d), respectively.

The Department proposes to amend recodified N.J.A.C. 6A:9B-15.1(d), which requires candidates to submit with their application a certified check or money order payable to the Treasurer of the State of New Jersey. The Department proposes to replace "a certified check or money order payable to the Treasurer of the State of New Jersey" with "payment of the fee as instructed in the application." The proposed amendment is necessary because the Office no longer accepts certified checks or money orders as payment. All fees are paid electronically by credit or debit card.

## **N.J.A.C. 6A:9B-15.2 Requirements**

This section requires candidates for a mortuary science or chiropractic license to meet the requirements set forth by the respective licensing authorities under the supervision of the New Jersey Division of Consumer Affairs.

The Department proposes to repeal this section because its contents will be relocated to N.J.A.C. 6A:9B-15.1(b).

As the Department has provided a 60-day comment period on this notice of proposal, the 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, repeals, and new rules will have a positive social impact on students, candidates for certification, school districts, and educator preparation programs. The rules proposed for readoption with amendments, repeals, and new rules for the instructional certificates will create additional endorsements and pathways for in-demand subject areas.

The rules proposed for readoption with amendments, repeals, and new rules include more options for candidates to meet the requirements of attaining endorsements and add-on certificates. The proposed changes will increase the number of educators in the field in high-need areas such as mathematics, science, and career and technical education. The rules proposed for readoption with amendments, repeals, and new rules also will eliminate the duplicate clinical practice requirements for educators seeking reciprocity in certain endorsement areas.

The new rules allowing issuance of a temporary certification for spouses in the military will also have a positive social impact allowing fully qualified educators from out-of-State to work in New Jersey because of the temporary nature of their military appointments.

The rules proposed for readoption with amendments, repeals, and new rules will clarify the Department's expectations to earn and maintain instructional certification. Finally, the rules proposed for readoption with amendments, repeals, and new rules will streamline current rules so all existing and enhanced certification requirements are better understood by all candidates, school districts, and educator preparation programs.

### **Economic Impact**

The Department does not anticipate that the rules proposed for readoption with amendments, repeals, and new rules will create additional costs for school districts and most individual educators. However, the Department is proposing to readopt certification and credential requirements at N.J.A.C. 6A:9B-5 and 7 through 14, which currently result in costs for individual educators. Certification requirements remain an essential tool for determining whether a candidate is qualified to teach in New Jersey; therefore, the resulting costs are necessary to ensure all students receive a thorough and efficient education.

### **Jobs Impact**

The rules proposed for readoption with amendments, repeals, and new rules will not result in the generation or loss of jobs. The rules proposed for readoption with amendments, repeals, and new rules will lead to more individuals qualifying for certificates required to serve in vacant positions in school districts.

### **Agriculture Industry Impact**

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

### **Federal Standards Statement**

The rules proposed for readoption with amendments, repeals, and new rules will further align the chapter with Federal requirements under the Every Student Succeeds Act (P.L. 114-95) 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, repeals, and new rules are in compliance with Federal regulations.

### **Regulatory Flexibility Analysis**

The rules proposed for readoption with amendments, repeals, and new rules do not impose additional reporting, recordkeeping, or other compliance requirements on small businesses, as defined by the Regulatory Flexibility Act, N.J.S.A. 52:14B-16 et seq. The rules proposed for readoption with amendments, repeals, and new rules mainly impact individuals seeking certification. The proposed amendments to reporting and compliance rules at N.J.A.C. 6A:9B-4 (for school district reporting to the Board of Examiners) and at N.J.A.C. 6A:9B-8 (for school leaders who are recommending provisional teachers who have earned standard certification) will have minimal administrative costs and do not increase such costs for school districts. Approved private schools for students with disabilities (APSSDs), which employ certified teachers, could be considered small businesses. APSSDs will also have to comply with the reporting rules and certification rules at N.J.A.C. 6A:9B-4, which requires APSSDs to report to the Department all arrests of certified teachers or if a candidate fails to maintain the appropriate certificate, and N.J.A.C. 6A:9B-8, which requires APSSDs to notify the Department when a teacher is newly hired so the teacher will be issued a provisional certificate and when the teacher has completed the requisite mentorship and evaluation. Certification and related



reporting requirements are essential tools for protecting the health and safety of New Jersey students and for determining whether an individual is qualified to teach in New Jersey school districts. As APSSDs receive public funding for students placed by school districts, the Department sees no reason to differentiate the rules for APSSDs.

### **Housing Affordability Impact Analysis**

The rules proposed for readoption with amendments, repeals, and new rules will have an insignificant impact on the affordability of housing in New Jersey. There is an extreme unlikelihood the rules proposed for readoption with amendments, repeals, and new rules would evoke a change in the average costs associated with housing in the State, as the rules proposed for readoption with amendments, repeals, and new rules impact solely on individual educators, candidates for a certificate, and school districts in New Jersey.

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

The rules proposed for readoption with amendments, repeals, and new rules will have an insignificant impact on smart growth. There is an extreme unlikelihood the rules proposed for readoption with amendments, repeals, and new rules 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 readoption with amendments, repeals, and new rules concern individual educators, candidates for a certificate, and school districts in New Jersey.

### **Racial and Ethnic Community Criminal Justice and Public Safety Impact**

There is an extreme unlikelihood the proposed rules for readoption with amendments, repeals, and new rules would have an impact on pretrial detention, sentencing, probation, or parole policies concerning juveniles and adults in the State because the proposed amendments concern individual educators, candidates for a certificate, and school districts in New Jersey. Accordingly, no further analysis is required.

**Full text** of the rules proposed for readoption and the proposed amendments, new rules, and repeals follows (additions indicated in boldface **thus** or **\*thus\***; deletions indicated in brackets [thus] or [[thus]]):

## Chapter 9B. State Board of Examiners and Certification

### Subchapter 1. Scope and Purpose

#### 6A:9B-1.1 Scope

This chapter sets forth the rules governing the licensure of educators or candidates required to be certified. It also contains the rules delineating the organization of, powers of, duties of, and proceedings before the State Board of Examiners.

#### 6A:9B-1.2 Purpose

- (a) The purpose of this chapter is to establish a licensure system **that is** based on professional standards for pre-service preparation and certification **and** that continuously serves to improve the quality of instruction for New Jersey's children to prepare them for [college and] **post-secondary education and/or** careers.
- (b) The licensure system shall function along a continuum of rigorous pre-professional preparation, certification, and professional development to better prepare educators to support improved student achievement of the New Jersey Student Learning Standards.

### Subchapter 2. Definitions

#### 6A:9B-2.1 Definitions

The definitions set forth in N.J.A.C. 6A:9-2.1 shall apply to the words and terms used in this chapter.

### Subchapter 3. State Board of Examiners

#### 6A:9B-3.1 General

- (a) There shall be a Board of Examiners, consisting of the Commissioner, ex officio, and one assistant commissioner of education, two presidents of State colleges, one executive

county superintendent, one superintendent of schools of a Type I district, one superintendent of a Type II district, one high school principal, one elementary school principal, one librarian employed by the State or by one of its political subdivisions, one school business administrator, and four teaching staff members other than a superintendent, principal, school business administrator, or librarian, all of whom shall be appointed by the Commissioner with the approval of the State Board.

- (b) The Assistant Commissioner shall be the chair of the Board of Examiners. The Director of the Office shall be the Secretary of the Board of Examiners.
- (c) The chair of the Board of Examiners shall have the authority to appoint committees made up of less than a majority of the full Board of Examiners to assist in the conduct of the [Board's] **Board of Examiners'** duties.
- (d) The Board of Examiners shall hold its annual organization meeting prior to October 1 of each year.
- (e) The appointed members of the Board of Examiners shall hold office for two years, from September 15 of the year in which they are appointed. Vacancies on the Board of Examiners shall be filled for the unexpired term only.

#### 6A:9B-3.2 Powers and duties

- (a) [The] **Upon review of certified scholastic records, documented experience, and/or examinations, the** Board of Examiners shall [issue]:
  - 1. **Issue** appropriate certificates to teach or to administer, direct, or supervise, the teaching, instruction, or educational guidance of [pupils] **students** in public schools [operated by district boards of education,] and [such] **all** other certificates as [it shall be] **the Board of Examiners is** authorized to issue by law[, based upon certified scholastic records, documented experience, or upon examinations, and may revoke];
  - 2. **Revoke** or suspend [such] certificates[. The authority to issue certificates also includes the authority to refuse] **issued, pursuant to N.J.A.C. 6A:9B-4.4; and**

3. **Refuse** to issue a certificate under appropriate circumstances as set forth [in] **at** N.J.A.C. 6A:9B-4.1.
- (b) All **Board of Examiners'** actions [taken by the Board of Examiners] shall be taken pursuant to rules adopted by the State Board **at N.J.A.C. 6A:9 and this chapter.**
- [(b) The Board of Examiners may suspend or revoke certificates pursuant to N.J.A.C. 6A:9B-4.4.]
- (c) In exercising its statutory and regulatory authority, the Board of Examiners and staff assigned to it may:
1. Examine credentials and issue certificates that qualify individuals to seek employment as teaching staff members in the public schools of the State of New Jersey;
  2. Recommend and develop procedures that govern the certification of teaching staff members;
  3. Coordinate, monitor, and evaluate aspects of educator preparation programs and training programs of district boards of education that lead to educational certificates and recommend [their] **the programs'** periodic approval by the Commissioner;
  4. Coordinate, monitor, and evaluate the administration of [tests and other] assessments that are required for educational certification;
  5. Maintain reciprocal agreements with other states and territories concerning the certification of [educational practitioners] **teaching staff members;**
  6. Maintain and report data on the supply and quality of newly certified teaching staff members; and
  7. Assist district boards of education in the employment of teaching staff members.

### **6A:9B-3.3 Board of Examiners procedure**

- (a) **Public meetings of the Board of Examiners shall be governed by Robert's Rules of Order Newly Revised (12th Edition), as amended and supplemented. A copy of this**

publication can be obtained from Perseus Publishing, Markets Department at the Perseus Books Group, 11 Cambridge Center, Cambridge, MA 02142.

- (b) Regular meetings of the Board of Examiners shall be held at such time, place and on such dates as established by the Board of Examiners and notice of such meetings shall be made in accordance with N.J.S.A. 10:4-6 et seq., the Senator Byron M. Baer Open Public Meetings Act.
- (c) Special meetings may be called by the Board of Examiners chairperson at any time or at the request of any three members. Three days' notice of any special meeting shall be given to each member. The Board of Examiners shall provide "adequate notice" of such special meetings as that term is defined at N.J.S.A. 10:4-8.
- (d) A quorum shall consist of a majority of the number of currently seated voting members of the Board of Examiners.
- (e) If a member of the Board of Examiners is absent from three consecutive public meetings without good cause, the Board of Examiners may, by majority vote, remove that member for the remainder of the member's term.

#### Subchapter 4. State Board of Examiners' Proceedings

##### 6A:9B-4.1 Conduct barring candidate from certification

Notwithstanding that a candidate may meet [all] requirements for certification, the Board of Examiners may refuse to issue a certificate to the candidate if it determines, based on the record before it, that the candidate is not suitable for employment as a teaching staff member in the public schools for reasons set forth [in] at N.J.A.C. 6A:9B-4.4. **This refusal shall be known as a blocked application.**

#### 6A:9B-4.2 Candidates to provide information regarding criminal history

- (a) As part of the application for certification, a candidate shall advise the Office whether [he or she] **the candidate** has a record of conviction(s) for any crime or offense in New Jersey or any other state or [foreign] **international** jurisdiction. Candidates who have been convicted shall complete a form approved by the Secretary setting forth the details of the conviction(s).
- (b) The Board of Examiners, **or its designee**, shall review all information the candidate provides and determine whether the candidate's criminal history is such that [he or she] **the candidate** should not receive a certificate. In making its determination, the Board of Examiners shall consider the Rehabilitated Convicted Offenders Act, N.J.S.A. 2A:168A-1 et seq., and whether the crime(s) or offense(s) would be disqualifying [under] **pursuant to** N.J.S.A. 18A:6-7.1 et seq.

#### 6A:9B-4.3 School district and candidate reporting responsibility

- (a) The chief school administrator shall notify the Board of Examiners when:
  - 1. Tenured teaching staff members who are accused of criminal offenses or unbecoming conduct resign, [or] retire, **are suspended, or are placed on administrative leave** from their positions;
  - 2. Nontenured teaching staff members, including substitute teachers **and any certificate holders working in school buildings as volunteers or as employees of a third-party vendor**, who are accused of criminal offenses or unbecoming conduct resign, retire, or are removed from their positions;
  - 3. A [certificate holder] **teaching staff member** fails to maintain any license, certificate, or authorization that is mandated pursuant to this chapter for the holder to serve in a position;

4. [He or she] **The chief school administrator** becomes aware that a [certificate holder] **teaching staff member** has been convicted of a crime or criminal offense while in the school district's employ; or
  5. [He or she has received] **The chief school administrator receives** a report from the Department of Children and Families substantiating allegations of abuse or neglect, or establishing "concerns" regarding a [certificated] teaching staff member.
- (b) A school district shall cooperate with the Board of Examiners [in any proceeding arising from an order to show cause issued by], **as requested, to assist** the Board of Examiners [and based on information about the certificate holder that the school district provided] **in executing its functions. Cooperation shall include, but not be limited to, providing documents, videos, emails, and investigative notes.**
- (c) School districts shall notify all employees new to the school district and shall notify annually all employees of the following reporting requirements. Failure to comply with this subsection may be deemed "just cause," pursuant to N.J.A.C. 6A:9B-4.4.
1. All certificate holders shall report to their [superintendent] **chief school administrator** their arrest or indictment for any crime or offense within 14 calendar days of the arrest or indictment. The [report] **reporting certificate holder** shall [include] **provide** the date of arrest or indictment and **any** charge(s) [lodged] **filed** against the certificate holder.
  2. Certificate holders arrested or indicted for any crime or offense shall report to their [superintendent] **chief school administrator** the disposition of any charge within seven calendar days of disposition.
  3. **A certificate holder shall report to their chief school administrator the suspension or revocation of any other license, certificate, or authorization issued to the certificate holder by a state or Federal agency or body. Such a**

**report shall be made within seven calendar days of the notification date of the suspension or revocation of the license, certificate, or authorization.**

6A:9B-4.4 Grounds for revocation and suspension of certification

- (a) The Board of Examiners may revoke or suspend the certificate(s) of any certificate holder on the basis of demonstrated inefficiency, incapacity, conduct unbecoming a teacher, or other just cause.
  - 1. Other just cause shall include, but not be limited to, offenses within the terms of the forfeiture statute, N.J.S.A. 2C:51-2, or the disqualification statute, N.J.S.A. 18A:6-7.1.
- (b) The Board of Examiners may revoke or suspend a certificate upon evidence that the **certificate** holder did not meet the qualifications for the certificate at the time of issuance or no longer satisfies the criteria set forth [in] **at** N.J.A.C. 6A:9B-5.1(b).
- (c) The Board of Examiners shall not revoke or suspend a certificate without providing the **certificate** holder an opportunity to be heard, pursuant to N.J.A.C. 6A:9B-4.5.

6A:9B-4.5 [Revocation or suspension of] **Process for initiating action against educator** certificates

- (a) The Board of Examiners may issue an order to show cause to a certificate holder if the Board of Examiners determines the conduct of the holder [may] warrants the revocation or suspension of the certificate(s) held where:
  - 1. The Commissioner transmits a contested case to the Board of Examiners that resulted in a teaching staff member's loss of tenure, dismissal, resignation, or retirement;
  - 2. Pursuant to N.J.A.C. 6A:9B-4.3, **a school district notifies** the Board of Examiners [receives information from a school district] that a teaching staff member **is** no longer [is] employed in the school district;
  - 3. The Board of Examiners receives information regarding a certificate holder's criminal conviction or pending criminal charges;



4. The Board of Examiners receives notice that:
  - i. **Another state has taken action against** a teaching staff member's [who is certified in New Jersey and who also holds a teaching] certificate in [another] **that** state [has had action taken against his or her certificate by the other state]; **and**
  - ii. **That teaching staff member also holds a certificate in New Jersey;**
5. Pursuant to N.J.S.A. 9:6-8.10, the Department of Children and Families forwards to the Board of Examiners a copy of a report in which the Department of Children and Families has substantiated that a certificate holder has abused or neglected a [student] **child** or has identified concerns with the conduct of a [teaching staff member] **certificate holder**;
6. Pursuant to N.J.S.A. 18A:6-7.3, the Commissioner notifies the Board of Examiners that an individual who holds a New Jersey [certification] **certificate** is disqualified from employment in public schools or has pending charges for an offense that is disqualifying;
7. A certificate holder fails to maintain any license, certificate, or authorization that is mandated, pursuant to this chapter, for the holder to serve in a position;
8. Pursuant to N.J.S.A. 18A:6-38.1, the Commissioner recommends to the State Board of Examiners the revocation of the certification of the [superintendent] **chief school administrator**, assistant[,], superintendent, **or an individual operating in such capacity as authorized pursuant to N.J.A.C. 6A:9B-12.3**, or the school business administrator based on information received from a school district in which the certificate holder is employed;
9. Pursuant to [section 2 of P.L. 2006, c. 15 (N.J.S.A. 18A:7A-55)], the Board **of Examiners** becomes aware that any condition exists within a school district that would authorize the appointment of a State monitor. In such cases, the [State] Board

of Examiners shall review the certification of a school district's [superintendent]

**chief school administrator** and school business administrator; or

10. Pursuant to P.L. 1989, c. 266 (N.J.S.A. 18A:4-14 et [al]seq.) and P.L. 2007, c. 53 (N.J.S.A. 18A:55-3 et [al]seq.), the Board **of Examiners** becomes aware that any school district is not in compliance with **the generally accepted accounting principles (GAAP)** system of double entry bookkeeping, as required. **In such cases**, the Commissioner shall recommend to the Board of Examiners that [the Board] **it** review the certification of the school district's school business administrator.

- (b) Nothing in this section shall preclude the Board of Examiners from issuing an order to show cause on its own initiative when the Board of Examiners determines grounds for revocation or suspension of a certificate may exist.

#### 6A:9B-4.6 Procedures for revoking or suspending a certificate

- (a) After review of the information received pursuant to N.J.A.C. 6A:9B-[5.15]**4.5**, the Board of Examiners shall determine by public vote whether to initiate [a revocation or suspension proceeding] **action against the certificate holder**. In cases where the Board of Examiners [moves for revocation or suspension] **votes to initiate action against the certificate holder**, the Secretary shall issue an order to show cause stating the specific charges that form the grounds of the revocation or suspension proceeding.
- (b) The certificate holder shall file an answer with the Board of Examiners no later than 30 days from the date of mailing of the order to show cause. The answer [shall not generally deny the charges, but] shall respond specifically to each allegation. **The Board of Examiners shall not accept general denials and shall deem them an admission.**
- (c) If the certificate holder does not file an answer within 30 days, the Secretary shall send a second notice affording an additional response time of 15 days from the date of **the** mailing of the second notice. The second notice shall also advise the certificate holder that

the allegations against the certificate holder, as set forth in the order to show cause, shall be deemed admitted if the Board of Examiners does not receive any response within [that] **the specified** time. [and] **The second notice shall further advise** that the Board of Examiners shall proceed to a decision on the allegations in the order to show cause on the basis of the evidence before [it] **the Board of Examiners**.

- (d) If the certificate holder files an answer and there are material facts in dispute, the Board of Examiners shall either hear the matter directly or transmit the matter to **the** OAL for a hearing. The hearings at **the** OAL shall be heard in accordance with the Administrative Procedure Act, N.J.S.A. 52:14B-1 et seq., and the Uniform Administrative Procedure Rules, N.J.A.C. 1:1.
- (e) If the certificate holder files an answer and no material facts appear to be in dispute, the Secretary shall send the certificate holder a hearing notice informing [him or her] **the holder** of the opportunity to submit written briefs, affidavits, and other supporting documentation for the Board of Examiners' consideration. The certificate holder shall submit [an original and 18 copies of] all response papers within 30 days from the hearing notice's mailing date.
- (f) After receipt of the written submissions pursuant to (e) above, the Secretary shall place the matter on the Board of Examiners' agenda and notify the certificate holder of the date the Board of Examiners will consider the matter. The notice shall advise the certificate holder whether [his or her] **the holder's** appearance is necessary.
- (g) The Board of Examiners may transmit the matter to **the** OAL if, **after review of the written submissions**, the Board of Examiners determines[, after review of the written submissions,] that there are material facts in dispute. The Board of Examiners may identify the specific issues **the** OAL shall consider.
- (h) In all cases, the Board of Examiners shall clearly articulate the findings of fact upon which its decision was based. If the Board of Examiners has decided a matter solely on the papers **submitted by the certificate holder**, [it] **the Board of Examiners** shall set forth the reasons it deemed summary decision appropriate.

(i) **Upon the certificate holder's application for an extension of time, the Secretary may extend the time for filing the answer pursuant to (c) above or for filing the hearing brief pursuant to (e) above, provided the application for the extension is submitted, in writing, prior to the expiration of the 30 days for filing the answer or the hearing brief.**

[(i)] (j) The Office may refuse to issue a new certificate to a certificate holder who is otherwise eligible for the additional certificate if [he or she] **the holder** is the subject of [a]:

1. A pending action to revoke or suspend [his or her] **the holder's** certificate(s) pursuant to this section[.];
2. **A blocked application, pursuant to N.J.A.C. 6A:9B-4.1;**
3. **A criminal action in any state or jurisdiction; or**
4. **An administrative action or investigation by a state or Federal agency or other governmental body.**

[(j)] Upon the certificate holder's application for an extension of time, the Secretary may extend the time for filing the answer pursuant to (c) above or for filing the hearing brief pursuant to (e) above provided the application for the extension is submitted in writing prior to the expiration of the 30 days for filing the answer or the hearing brief.]

(k) **All filings made pursuant to this section shall be accepted by electronic submission.**

6A:9B-4.7 [Revoked and suspended] **Return of certificates and notification after revocation or suspension of certificates**

(a) If the Board of Examiners orders the revocation or suspension of a certificate, the **certificate** holder shall surrender it to the Secretary within 30 days after the mailing date of the revocation or suspension order, **if the certificate holder was issued a paper certificate.**

(b) After the Board of Examiners has revoked or suspended a certificate, the Secretary shall notify:

1. The states, territories, and other agencies that are part of the National Association of State Directors of Teacher Education and Certification;
  2. The executive county superintendents;
  3. Appropriate governmental pension and annuity funds, or retirement services;
  4. The chief school administrator in the employing school district; and
  5. Any other agency or entity as may be required by law.
- (c) The Board of Examiners may reinstate a suspended certificate at the end of the suspension period, provided the certificate holder has met all conditions that the Board of Examiners established **in the suspension decision. If the suspension is pending the outcome of an underlying criminal proceeding, the certificate holder shall notify the Board of Examiners, in writing, of the outcome of the underlying criminal matter. If the certificate holder fails to notify the Board of Examiners in writing of the disposition of any criminal charge, the pending suspension shall continue until such time as the certificate holder presents new information relating to the disposition of the criminal charge and the Board of Examiners takes action upon receipt of the new information.**
- (d) **All revocation and/or suspension decisions of the State Board of Examiners shall be published and publicly available. Decisions contain detailed information on the nature of the conduct and the penalty for such conduct.**

6A:9B-4.8 Suspension of certificates for failure to give notice of intention to resign

- (a) A [teacher] **teaching staff member** employed by a district board of education who ceases, without the district board of education's consent, to perform [his or her] **the teaching staff member's** duties prior to the expiration of the **term of** employment shall be deemed guilty of unprofessional conduct.

- (b) Upon receiving notice of the fact, the Commissioner may suspend the certificate for a period not to exceed one year, pursuant to N.J.S.A. 18A:26-10.
- (c) Appeal of the Commissioner's decisions pursuant to this section shall be in accordance with N.J.A.C. 6A:4.

#### 6A:9B-4.9 Application for certification after revocation **or block**

- (a) A certificate that has been revoked for any of the grounds set forth in this chapter shall not be reinstated. An individual who has had a certificate revoked may file an application for a new certificate with the Board of Examiners.
- (b) The Board of Examiners shall not issue a new certificate to a candidate whose certificate(s) has been revoked unless the following conditions are met:
  - 1. The candidate satisfied all criteria for the certificate's issuance in effect at the time [he or she] **the candidate** applied for the new certificate;
  - 2. At least four years have passed since the effective date of the revocation of the previous certificate(s);
  - 3. The candidate provided evidence demonstrating rehabilitation for the unbecoming conduct, incompetence, or other cause for the revocation;
  - 4. If the revocation was due to the conviction of a crime that is not disqualifying [under] **pursuant to** N.J.S.A. 18A:6-7.1 et seq., the candidate has submitted evidence that [he or she] **the candidate** has been fully rehabilitated in accordance with N.J.S.A. 2A:168A-2 and that issuing a certificate to the candidate would not be detrimental to the public welfare;
  - 5. The candidate complied with all conditions imposed by the revocation order; and
  - 6. If the revocation arose from a criminal matter involving the candidate, the candidate provided evidence that [he or she] **the candidate** has satisfied any condition imposed by the court, probation, plea bargain agreement, or any other entity.

(c) Notwithstanding the provisions [of] **at** (b) above, the Board of Examiners shall not issue a new certificate to any candidate who is:

1. Ordered to forfeit [certification] **a certificate(s)** as part of a settlement in a tenure or criminal proceeding;
2. Barred from teaching again in the State of New Jersey by order of a court of competent jurisdiction;
3. Ordered to forfeit [certification] **a certificate(s) or public employment** as part of a plea bargain;
4. Ordered to forfeit [certification] **a certificate(s)** as a condition for entrance into a pre-trial intervention program as set forth in Rule 3.28 of the New Jersey Court Rules;
5. Ordered to forfeit [certification] **a certificate(s)** pursuant to a sentence imposed in a criminal proceeding;
6. Barred from [teaching] **employment in a school** for any reason; or
7. Relinquishing [his or her] **a certificate(s)**, pursuant to N.J.A.C. 6A:9B-4.10.

(d) **A candidate shall not be eligible to apply for a certificate after the Board of Examiners has blocked a prior application, pursuant to N.J.A.C. 6A:9B-4.1, unless the candidate seeks, by written application, leave from the Board of Examiners to apply and meets the following criteria:**

1. **At least one calendar year has passed since the Board of Examiners blocked the candidate's prior application;**
2. **The candidate demonstrates rehabilitation for the unbecoming conduct, incompetence, or other cause for the block;**
3. **If the block was due to the conviction of a crime that is not disqualifying pursuant to N.J.S.A. 18A:6-7.1 et seq., the candidate has submitted evidence that the candidate has been fully rehabilitated in accordance with N.J.S.A**

**2A:168A-2, and that issuing a certificate to the candidate would not be detrimental to the public welfare;**

- 4. If the block arose from a criminal matter involving the candidate, the candidate provided evidence that the candidate has satisfied any condition imposed by the court, probation, plea bargain agreement, or any other entity; and**
- 5. If the block arose from action taken against the candidate's out-of-State educator certificate(s), the candidate satisfied any condition associated with the action against the out-of-State certificate(s).**

**6A:9B-4.10 Relinquishment of certificate without order to show cause**

- (a) The Board of Examiners may accept the relinquishment of all certificates held by an individual without issuance of an order to show cause.
- (b) When accepted by the Board of Examiners, the relinquishment of a certificate [as provided] in **accordance with** (a) above shall have the force and effect of a revocation, including, but not limited to, the notification requirements [in] **at** N.J.A.C. 6A:9B-4.7(b).
- (c) The individual seeking to relinquish a certificate(s) shall submit an affidavit to the Board of Examiners stating that the certificate holder:
  1. Is relinquishing all certificates [he or she holds] **held**;
  2. Is waiving the right to a hearing, pursuant to N.J.A.C. 6A:9B-4.6, and agrees not to institute in any forum proceedings concerning the relinquishment; and
  3. Understands the relinquishment has the force and effect of a revocation with its attendant consequences.
- (d) The Board of Examiners shall vote on whether to accept **the relinquishment of** the certificate(s). If the Board of Examiners votes to accept the relinquishment, the revocation shall be effective as of the date of the Board of Examiners' vote.



- (e) [The] **If the certificate holder was issued a paper certificate(s), the holder** shall return all **paper** certificates to the Board of Examiners.

6A:9B-4.11 Voluntary surrender of certificates and endorsements

- (a) [An individual] **A certificate holder** may voluntarily surrender a certificate or endorsement if [he or she] **the holder** has not been employed [under] **pursuant to** that certificate or endorsement in the 10 years preceding the proposed surrender and if [he or she] **the holder** submits to the Board of Examiners an affidavit stating the following:
1. [He or she] **The certificate holder** is surrendering the certificate or endorsement voluntarily, and not [under] **pursuant to** the conditions set forth [in] **at N.J.A.C. 6A:9B-4.10;**
  2. [His or her] **The certificate holder's** employment history for the 10 years preceding the voluntary surrender, including official documentation from a school official, if applicable; and
  3. [He or she] **The certificate holder** has not been employed under the certificate or endorsement at issue in the 10 years preceding the voluntary surrender.
- (b) The Board of Examiners shall review the application for a voluntary surrender. If the Board of Examiners votes to accept the surrender, the certificate or endorsement shall be deemed surrendered as of the date of the Board of Examiners' vote.
- (c) [The] **If the certificate holder was issued a paper certificate(s), the holder** shall return to the Board of Examiners the original certificate(s) or endorsement(s) [at issue].
- (d) Individuals who voluntarily surrender a certificate or endorsement may not apply for the same certificate **or endorsement** for three years from the effective date of the voluntary surrender. Candidates shall be subject to the certification requirements in effect at the time the new application is submitted.

- (e) **The Board of Examiners shall not accept a voluntary surrender when the certificate holder seeking to surrender the certificate(s) or endorsement(s) has a pending order to show cause issued against the certificate(s) or endorsement(s).**

6A:9B-4.12 Appeals of Office certification decisions

- (a) A candidate for certification may appeal to the Board of Examiners an adverse decision of the Office regarding [his or her certification] **the candidate's** eligibility.
1. The appeal shall be filed with the Board of Examiners within 60 days of the date of the decision at issue. For good cause shown, the Board of Examiners may relax the 60-day requirement.
- (b) If a candidate receives an evaluation [pursuant to N.J.A.C. 6A:9B-5.3(c)] that identifies areas of deficiency in the certification requirements, **pursuant to N.J.A.C. 6A:9B-5.3(c)**, the candidate may provide the Board of Examiners with evidence of alternative education and/or experience that [he or she believes is] **the candidate considers** equivalent to [the] **any** area(s) of deficiency.
- (c) The Board of Examiners shall not:
1. Waive any test, GPA, degree completion, or approved educator preparation program completion requirements;
  2. Permit a candidate to substitute education and/or experience for any test, GPA, degree, or approved educator preparation program completion requirements; or
  3. Issue a certificate that is expired and/or is not a type of certificate endorsement [pursuant to] **set forth at** N.J.A.C. 6A:9B-9 through [11] **11A**.
- (d) Upon receipt of a written request to file an appeal to the Board of Examiners, the Secretary shall provide the candidate with a copy of the appeals procedures, including the following:
1. The appeal shall be in the form approved by the Secretary and shall be accompanied by a sworn statement attesting to the facts in the appeal. The candidate shall be

responsible for demonstrating by clear and convincing evidence that [he or she] **the candidate** is eligible for the requested certificate pursuant to this chapter.

2. The Secretary shall examine for sufficiency the information submitted by the candidate and transmit it to the Board of Examiners for review.
3. The Secretary shall give a candidate at least 10 days' notice of the Board of Examiners' meeting at which the appeal will be considered.
4. The candidate may be present at the meeting at which the Board of Examiners considers the appeal. If in attendance, the Board of Examiners may question the candidate regarding [his or her] **the candidate's** submission.
5. The Board of Examiners shall review the information provided by the candidate and render a written decision including [the] **an** explanation of the decision. The Secretary shall forward to the candidate a copy of the decision.
6. If the Board of Examiners determines a candidate is not eligible for the requested certificate, the candidate may not request an additional review by the Board of Examiners until one year has elapsed from the date of the Board of Examiners' decision and the applicant has obtained alternative education and/or experience. The Board of Examiners may relax the required time period for good cause shown.

6A:9B-4.13 Appeal of a “disapproved,” two [“insufficient” recommendations] **“partially effective” or “ineffective” evaluations**, or ineligibility for **a** standard [certification] **certificate**

- (a) If a school district notifies the Office that a candidate is permanently ineligible for a renewal of the provisional certificate pursuant to the standard [certification] **certificate** evaluation requirements [for the candidate's position] **at N.J.A.C. 6A:9B-8.7**, the candidate may initiate an appeal to the Board of Examiners. If an individual has received two [“insufficient” recommendations] **“partially effective” or “ineffective” evaluations issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6**, only the

second adverse [recommendation] **evaluation** shall be the subject of the appeal. The following procedures shall apply:

1. The candidate shall file [18 copies] **a copy** of the appeal with the Secretary, **or the Secretary's designee**, within 60 days of receipt of the standard [certification] **certificate** determination. The **candidate's** appeal shall take the form of a written submission, [accompanied by] **including** a sworn statement attesting to the facts in the appeal, and [shall include] evidence documenting the reason(s) why the candidate [believes he or she] should be awarded a standard certificate or be granted an additional opportunity for provisional employment. The candidate shall provide a copy of the final evaluation **issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6.**
2. The Secretary, **or the Secretary's designee**, shall forward to the school district that issued the standard [certification] **certificate** determination a copy of the candidate's [submission in support of the] appeal. Within 30 days from the date of the Secretary's letter notifying the school district of the appeal, the school district shall forward to the Secretary, [18 copies] **or the Secretary's designee, a copy** of all evaluations and [certification] **the standard certificate** recommendation. In addition, the school district shall submit [18 copies] **a copy** of either a response to the candidate's appeal of the school district's recommendation or a statement that it will rely solely on the evaluations submitted. The school district shall serve a copy of its response on the candidate and [submit] **include a proof of service with the papers that are forwarded** to the Secretary, [with its papers] **or the Secretary's designee**. Neither party shall submit additional papers without the Secretary's approval.
3. The candidate shall be responsible for demonstrating to the Board of Examiners why [he or she] **the candidate** should be granted the relief requested. The Board of

Examiners shall decide the appeal based on the written submissions and shall issue a written decision.

4. If the Board of Examiners determines there is a need for further fact-finding to decide an appeal of a standard [certification] **certificate** determination, [it] **the Board of Examiners** may transmit the matter to **the** OAL for a hearing, pursuant to the Administrative Procedure Act, N.J.S.A. 52:14B-1 et seq., **and 52:14F-1 et seq.**, and the Uniform Administrative Procedure Rules, N.J.A.C. 1:1. The parties to the hearing shall be the provisional teacher candidate and the school district that submitted the adverse [certification] **standard certificate** recommendation. The Board of Examiners shall consider the recommendation of the ALJ in deciding the appeal.
- (b) The sole remedies that the Board of Examiners may provide an aggrieved candidate pursuant to this section are issuance of a standard certificate or an opportunity to seek further employment as a provisional teaching staff member. A provisional teaching staff member who seeks additional relief from the employing school district shall file a petition requesting such relief with the Commissioner in accordance with N.J.A.C. 6A:3.
- (c) For good cause shown, the Board of Examiners may relax the 60-day requirement [in] **at** (a) above and (d)1 below.
- (d) A candidate who is ineligible for a certificate and who does not contest the standard [certification] **certificate** determination pursuant to (a) above may petition the Board of Examiners for approval of an additional opportunity to seek provisional employment. The candidate shall be responsible for demonstrating to the Board of Examiners by clear and convincing evidence why [he or she] **the candidate** would likely succeed if granted the requested opportunity. The following procedures shall apply:
  1. Within 60 days of receipt of the standard [certification] **certificate** determination, the candidate shall file [18 copies] **a copy** of a written submission, [accompanied by] a sworn statement attesting to the submission's facts, and [shall include]

evidence documenting why the Board of Examiners should grant the request. The candidate shall provide a copy of [his or her] **the** final evaluation **issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6.**

2. The Secretary shall forward to the school district a copy of the candidate's submission. Within 30 days from the date of the Secretary's letter to the school district, the school district shall forward to the Secretary its response to the candidate's request. The school district shall serve a copy of its response on the candidate and include a proof of service with the papers that are forwarded to the Secretary pursuant to this section. Neither party shall file additional papers without the Secretary's approval.
  3. The Board of Examiners shall decide the request based solely the written submissions and shall issue a written decision.
- (e) No candidate shall have the right to relief [under] **pursuant to** both (a) and (d) above. If a candidate requests both types of relief, the Board of Examiners shall provide the candidate an opportunity to elect [the] **which specific** type of relief **is** sought. The Board of Examiners shall not proceed with hearing the [candidate's] appeal until [he or she] **the candidate** has requested a specific remedy.

#### 6A:9B-4.14 Motions

- (a) All motions in certification matters that have been transmitted to **the** OAL [shall] **will** be filed with the ALJ who has been assigned to hear the case and [shall be] **are** subject to the rules that govern OAL hearings. For matters the Board of Examiners is deciding directly, pursuant to N.J.A.C. 6A:9B-4.6, or for matters in which the ALJ has forwarded the initial decision to the Board of Examiners, pursuant to N.J.A.C. 1:1-[18.1(d)]**18.1(e)**, the party shall file motions with the Board of Examiners. All motions made prior to the Board of Examiners' decision to hear a matter directly shall be filed with the Board of Examiners.

- (b) All motions filed with the Board of Examiners shall include a notice of motion, a proof of service, a brief conforming to the requirements [of] **at** N.J.A.C. 6A:9B-4.17, a copy of the decision or order that is the subject of the motion, and an affidavit setting forth any fact not in the record upon which the moving party relies. The moving party shall serve on the Board of Examiners [an original and 18 copies] **a copy** of the moving papers and a proof of service. If the Board of Examiners is not deciding the matter directly, the moving party shall serve a copy of the papers on the attorney representing the Board of Examiners. The opposing party shall have 15 days from service of the motion to file a response. If no opposing brief is filed, the Board of Examiners shall consider the motion to be unopposed. No other briefs may be filed.
- (c) Unless otherwise directed by the Board of Examiners, there shall be no oral argument on motions.
- (d) Upon application of any party for an extension of time, the Secretary may extend the time for filing a motion or for filing the response to a motion, provided the extension application is requested prior to the expiration for filing or responding to a motion.

#### 6A:9B-4.15 Motions for reconsideration

- (a) Any party may file with the Board of Examiners, and serve on all other parties, a motion to reconsider the Board of Examiners' decision. The party shall file the motion no later than 15 days from the decision's mailing date.
- (b) The Board of Examiners may reconsider the decision based on evidence of:
1. Mistake, inadvertence, surprise, or excusable neglect;
  2. Newly discovered information that would [probably] **likely** alter the decision and could not have been discovered by due diligence in time for the hearing; or
  3. Fraud, misrepresentation, or misconduct of another party.

#### 6A:9B-4.16 Motions for stay

- (a) **A determination of revocation and/or suspension shall be effective upon the date contained within the decision. To stay the decision's effective date, the Board of Examiners must grant a motion to stay the decision.**

[(a)] 1. A party shall make a motion for a stay of the Board of Examiners' decision pending appeal to the [State Board] **Commissioner** in accordance with the procedures [in] **at** N.J.A.C. 6A:9B-4.14.

2. The moving party shall file the motion for a stay within 30 days of the mailing date of the Board of Examiners' decision that is at issue.

3. **The Board of Examiners shall meet to hear the motion to stay within 20 days of the date the motion is filed. A written decision on the motion shall not be required, but the Board of Examiners shall notify the moving party of the decision within five days of reviewing the motion and any opposition.**

- (b) The brief in support of the motion shall address the following standards to be met for granting a stay pursuant to *Crowe v. DeGioia*, 90 N.J. 126 (1982):

1. The moving party will suffer irreparable harm if the requested relief is not granted;
2. The legal right underlying the moving party's claim is settled;
3. The moving party has a likelihood of prevailing on the merits of the underlying claim; and
4. When the equities and interests of the parties are balanced, the moving party will suffer greater harm than the other party if the requested relief is not granted.

#### 6A:9B-4.17 Briefs and exceptions

- (a) Briefs filed with the Board of Examiners in response to a notice of hearing served pursuant to N.J.A.C. 6A:9B-4.6 or in support of a motion shall not exceed 15 pages, exclusive of table of contents and appendix.



- (b) Exceptions and reply exceptions filed in response to an initial decision issued by **the** OAL shall not exceed 15 pages.
- (c) The Secretary may grant written requests to file additional pages.

#### 6A:9B-4.18 Appeal of Board of Examiners decisions

A party may appeal adverse revocation and suspension decisions in accordance with N.J.A.C.

6A:4. A party may appeal all other Board of Examiners' decisions to the Commissioner pursuant to N.J.A.C. 6A:3.

### Subchapter 5. General Certification Policies

#### 6A:9B-5.1 Certificate required

- (a) Pursuant to N.J.S.A. 18A:26-2, any person employed as a teaching staff member by a district board of education shall hold a valid and appropriate certificate.
- (b) In addition to the requirements set forth in this subchapter, the certificate holder shall obtain any license, certificate, or authorization required by State or Federal law, a licensing board, or N.J.A.C. 6A:9B-4.1 and 4.2 for the individual to serve in a position. The district board of education that is considering employing the individual shall ensure the candidate holds all necessary licenses, certificates, or authorizations.
- (c) The employing school district shall remove from the position any teaching staff member who fails to maintain the mandated license, certificate, or authorization as set forth [in] **at** (b) above. Pursuant to N.J.A.C. 6A:9B-4.3(a), the school district also shall report to the Board of Examiners the teaching staff member's name.
- [(d) The Board of Examiners may consider revocation or suspension of the certificate of any individual who fails to maintain the license, certificate, or authorization required in (b) above.]

#### 6A:9B-5.2 Types of certificates or credentials

(a) Candidates for licensure may apply for the following certificates or credentials:

1. Certificate of eligibility;
2. Certificate of eligibility with advanced standing;
3. Provisional certificate;
4. Standard certificate;
5. Emergency certificate;
6. Limited certificate for [foreign] **noncitizen** teachers; [and/or]
7. Substitute credential[.];
- 8. Limited certificate of eligibility;**
- 9. Limited certificate of eligibility with advanced standing; and/or**
- 10. Nonresident military spouse temporary instructional certificate.**

#### 6A:9B-5.3 Issuance of a certificate

(a) The Board of Examiners shall issue three categories of educational certificates:

Instructional, Administrative, and Educational Services.

(b) The Board of Examiners shall issue the appropriate certificate upon the candidate's completion of all certification requirements in effect at the time the Office receives the application. Requirements include, but are not limited to, coursework, degree, [tests] **assessments**, fees, GPA, and all certificate rules [pursuant to] **at** N.J.A.C. 6A:9B-8 through [13] **15**. An application shall be deemed filed [with] **when** the Office [when it] **has received the application** and all required supporting documentation [has been received].

[1. The certificate holder shall maintain possession of the original certificate.]

(c) If the candidate is not eligible for the certificate sought, the Office shall issue a written evaluation that identifies the deficiency(ies) for certification.

#### 6A:9B-5.4 Certification responsibilities of the district board of education

- (a) The chief school administrator of the employing district board of education shall require each newly employed teaching staff member, or each teaching staff member reassigned to a new grade level, subject area, or administrative position, to produce an appropriate certificate before the employee assumes any responsibility for the performance of assigned duties. The chief school administrator shall ensure the certificate is valid.
- (b) Each chief school administrator annually shall report the names and teaching assignments of all teaching staff members to the Department in a Commissioner-prescribed format.
- (c) A teaching staff member's contract or engagement shall cease and terminate if [his or her] **the** employing district board of education is notified, in writing, by the executive county superintendent, or otherwise ascertains, that the teaching staff member is not, or has ceased to be, the holder of an appropriate certificate required for such employment. A teaching staff member's employment shall cease and terminate even if the term of employment pursuant to **a** contract or **an** engagement has not expired.
- (d) If a properly notified district board of education fails to terminate the employment of an uncertified or improperly certified teaching staff member, the Commissioner may issue an order to show cause why an amount equaling the teaching staff member's per diem salary for each day [he or she] **the teaching staff member** remains employed should not be withheld from the school district's State financial aid. If the district board of education fails to respond or show adequate cause within 20 days from the **date the** order to show [cause's mailing date] **cause was mailed**, the Commissioner may reduce the school district's State financial aid by the determined amount of the uncertified or improperly certified teaching staff member's per diem [contract] salary. The district board of education may show adequate cause either by exhibiting an appropriate certificate or by terminating the employment of the uncertified or improperly certified teaching staff member.

#### 6A:9B-5.5 Assignment of titles

- (a) Each district board of education shall assign to teaching staff members position titles that are recognized by the Department. To this end, the Department shall maintain and make available to school districts a list of approved job titles with corresponding authorized certificates.
- (b) If a district board of education desires to use an unrecognized position title, or if a previously established unrecognized title exists, the following procedures shall apply:
  - 1. Prior to appointing a candidate, the district board of education shall submit to the executive county superintendent a written request, including a detailed job description, for permission to use the proposed title.
  - 2. The executive county superintendent shall exercise [his or her] discretion regarding approval of the request and shall determine the appropriate certification and title for the position.
- (c) The executive county superintendent shall review annually all previously approved unrecognized position titles and shall determine whether the titles will be continued for the next school year.
- (d) Decisions rendered by executive county superintendents regarding titles and certificates for unrecognized positions shall be binding upon future seniority determinations on a case-by-case basis.

#### 6A:9B-5.6 Fees

- (a) The fee schedule [in] **at** (b) below shall be in addition to any tuition and fees [that higher education institutions may charge] for courses and credits offered in connection with [State-approved training] **Department-approved educator preparation programs and/or assessments required for certification.**
- (b) The following nonrefundable fee schedule applies:

1. For each CE and CEAS, which includes the issuance of the provisional certificate and standard certificate – \$170.00;
2. For each emergency certificate – \$95.00;
3. For each substitute credential – \$125.00;
4. For each renewal of an emergency or provisional certificate – \$70.00;
5. For each name change in the certification system – \$20.00;
6. For each evaluation of credentials to determine eligibility to take a particular State certification examination or to obtain information concerning qualifications for certification – \$70.00;
7. For each standard certificate issued without a prior provisional certificate – \$95.00;
8. For each certificate that requires [a test] **an assessment**, a one-time [test] **assessment** score service fee – \$20.00;
9. For each letter the Office sends in response to a candidate’s written request to verify [test] **assessment** scores no longer available from the testing company – \$25.00;
10. [An application fee for a qualifying] **For an academic [certificate] qualifying credential**, pursuant to N.J.S.A. 18A:6-41 – \$30.00. If the candidate is not eligible, \$20.00 will be refunded;
11. Upon completion of a [State] **Commissioner**-approved administrator residency program, a one-time administrative fee – \$200.00;
12. Upon completion of a Commissioner-approved CE educator preparation program for holders of an instructional CE, a one-time administrative fee – \$100.00; and
13. For each limited CE and CEAS, which includes the issuance of the provisional certificate and standard certificate – \$170.00.

[(c) The State Board may establish in this section a fee schedule for services related to the issuance of certificates that includes, but is not limited to, fees charged by district boards of education to provisional teachers to pay for their training.

- (d) The fee schedules in (b) and (c) above shall be in addition to any tuition and fees for courses and credits offered in connection with State-approved educator preparation programs and assessments required for certification.]
- (c) **The fees at (b) above shall be waived once for military personnel and nonresident active-duty military spouses for an initial application.**

#### 6A:9B-5.7 Citizenship requirement

- (a) Except as set forth below, an applicant shall be a citizen of the United States to be eligible for a certificate.
  - 1. Any citizen of another country who has declared [his or her] **an** intention of becoming a United States citizen and who is otherwise qualified may be granted, with the Commissioner's approval, a teaching certificate for employment as a teacher by a district board of education as set forth [in] **at** N.J.S.A. 18A:26-1. The certificate shall expire [in] five years **after issuance**. [If the holder of the noncitizen certificate has not become a United States citizen within the initial five-year certification period, the certificate may be renewed for an additional five-year period upon demonstration that an application for citizenship is in process but has not yet been granted. When the certificate expires after]
    - i. **After** the [second] **first** five-year period, the certificate may be renewed [for a third and final] **up to three times, but not to exceed 20 years**, upon demonstration that an application for citizenship continues to be in process and [has been] actively pursued by the applicant [but has not yet been granted].
    - ii. The Board of Examiners may revoke [any such] **a noncitizen** certificate, pursuant to N.J.S.A. 18A:26-8.1, if the Board **of Examiners** is satisfied that the **certificate** holder [thereof] has abandoned [his or her] efforts to become a United States citizen or has become disqualified for citizenship.

2. In accordance with N.J.S.A. [18A:6-7] **18A:26-1**, any citizen of another country who is employed as an exchange teacher by a district board of education, pursuant to N.J.A.C. 6A:9B-5.11, shall be exempt from the citizenship requirement. The teacher shall file **with the district board of education** a noncitizen oath to support the Constitution of the United States while [so] employed, **as required at N.J.S.A. 18A:6-7**.
3. In accordance with N.J.S.A. [18A:6-7] **18A:26-1**, any citizen of another country who is eligible for a limited certificate for [foreign] **noncitizen** teachers for employment by a public school district, pursuant to N.J.A.C. 6A:9B-[5.15]**5.14**, shall be exempt from the citizenship requirement. The teacher shall file **with the district board of education** a noncitizen oath to support the Constitution of the United States while [so] employed, **as required at N.J.S.A. 18A:6-7**.
4. In accordance with N.J.S.A. 18A:26-1, a teacher of world languages who has been a resident of the United States for less than 10 years and who is not a citizen of the United States may be granted a teaching certificate and employed as a teacher by a district board of education. The teacher shall file **with the district board of education** a noncitizen oath to support the Constitution of the United States while employed, as required [by] **at N.J.S.A. 18A:6-7**. The teacher shall not be required to complete the affidavit of intent to become a United States citizen. The noncitizen certificate shall be issued for a period of time equivalent to the 10 years less the number of years that the teacher has been a resident of the United States. This period shall not exceed 10 years and shall not be renewed.
5. In accordance with N.J.S.A. 18A:28-3, no teaching staff member shall acquire tenure unless [he or she] **the teaching staff member** is, or until [he or she] **the teaching staff member** becomes, a citizen of the United States.

#### 6A:9B-5.8 Minimum degree and age requirement

Applicants for teaching certificates shall be at least 18 years old, have graduated from an approved high school or have an equivalent education as determined by the Board of Examiners, and have received a [baccalaureate] **bachelor's** degree from [a regionally] **an** accredited higher education institution. The requirement of a [baccalaureate] **bachelor's** degree shall not apply to applicants for career and technical education endorsements as set forth [in] **at** N.J.A.C. 6A:9B-11.3, for educational interpreter endorsements as set forth [in] **at** N.J.A.C. 6A:9B-14.18, or for military science endorsements as set forth [in] **at** N.J.A.C. 6A:9B-11.8.

#### 6A:9B-5.9 Examination in physiology, hygiene, and substance abuse issues requirement

Candidates for instructional certificates shall pass an examination in physiology, hygiene, and substance abuse issues. This examination may be course-related or may stand alone. The Department, or each educator preparation program approved pursuant to N.J.A.C. 6A:9A, shall design, administer, and evaluate the examination for applicants for certification.

#### 6A:9B-5.10 Certification of [veterans] **military personnel and nonresident active-duty military spouses**

(a) **This section applies to former and current United States military personnel, including, but not limited to, veterans, active-duty, National Guard, and reserves.**

[(a)] (b) [Veterans] **Military personnel** who received an evaluation for certification before entering the military may continue under that evaluation, subject to the following provisions:

1. A request for reinstatement of the preservice status is made within a period of time equivalent to the length of the military service; and
2. A copy of [an honorable] **a note of discharge or release under conditions other than dishonorable** from the service is submitted.



[(b)] (c) At the expiration of the time period equivalent to the length of military service, the [veteran] **military personnel** shall be subject to the rules [in] **at** N.J.A.C. 6A:9B-8 through [13] **15**.

(d) **To prove military status, candidates shall submit either a copy of a DD214 with note of discharge or release under conditions other than dishonorable or a copy of a valid military identification card.**

(e) **Pursuant to N.J.S.A. 18A:26-2.14, a nonresident active-duty military spouse may apply for a temporary instructional certificate that authorizes employment as a teacher in New Jersey in accordance with the eligibility requirements and process at N.J.A.C. 6A:9B-8.10.**

#### 6A:9B-5.11 Exchange teachers

(a) A district board of education may employ a teacher from another state or country in exchange for one of its own teaching staff members for a period of up to one school year. The district board of education shall adopt a resolution stating the exchange teacher is employed as a substitute teacher for that teaching staff member during that school year.

(b) If the exchange teacher is a foreign national, the teacher shall [file with the district board of education, as required by N.J.S.A. 18A:6-7, a non-citizen oath of allegiance to the effect that he or she will support the Constitution of the United States during the period of his or her employment within the State] **comply with the requirements at N.J.A.C. 6A:9B-5.7(a)2.**

(c) The district board of education shall request that the executive county superintendent issue a substitute credential to the exchange teacher, pursuant to N.J.A.C. 6A:9B-[7.7]**7.6**.

#### 6A:9B-5.12 Emergency certificate for candidates for educational services certificates

(a) An emergency certificate may be issued at any time during the academic year.

(b) All emergency certificates shall expire on July 31 of each year regardless of issuance date.

- (c) A chief school administrator, or [his or her] **the chief school administrator's** designee, may apply to the executive county superintendent for an emergency certificate for a candidate in authorized educational services areas if the chief school administrator, or [his or her] **the chief school administrator's** designee, can demonstrate the inability to locate a [suitable certified] **qualified candidate with the required certificate for the position** due to unforeseen shortages or other extenuating circumstances. The executive county superintendent may approve the application [if he or she determines] **upon determining that** there are no suitable certified candidates to fill the position.
- (d) With the exception of the educational interpreter endorsement pursuant to N.J.A.C. 6A:9B-[14.18(e)]**14.18(d)** and [(f)] **(e)**, the certificate shall be annually, up to a maximum of two times, at the request of the chief school administrator and approval of the executive county superintendent. Renewal shall be predicated upon demonstration of progress toward successful completion of coursework and [tests] **assessments** required for issuance of a CE, CEAS, or standard certificate. A candidate serving under an emergency certificate shall be employed under **an** emergency [certification] **certificate** for no more than a total of three years in any one educational services endorsement area regardless of the number of school districts in which the candidate serves.
- (e) An emergency certificate shall be valid for employment only in the school district requesting the emergency certificate.

#### 6A:9B-5.13 Interstate contracts

In accordance with the NASDTEC Interstate Contract, the Commissioner and the Secretary may enter into contracts with other states to allow reciprocity of teachers' credentials between New Jersey and other states.

6A:9B-5.14 Limited certificate for [foreign] **noncitizen** teachers

- (a) Pursuant to N.J.S.A. 18A:26-1 and 8.1, a limited certificate for [foreign] **noncitizen** teachers shall be a non-renewable certificate issued to citizens of other countries and shall be valid for three years. Certificate issuance shall be contingent upon **the following**:
1. The candidate's enrollment in an international agency or program approved by the [foreign teacher's] **candidate's** country of origin; and
  2. The candidate's completion of the requirements [in] **at** (d) below.
- (b) Prior to hiring a [foreign] **noncitizen** teacher, the district board of education shall:
1. Demonstrate to the executive county superintendent its inability to locate a [suitable certified] **qualified teacher with the required certification for the position**;
  2. Submit to the executive county superintendent the candidate's application and supporting documentation; and
  3. Maintain all documentation of its effort to employ [a suitable] **an appropriately** certified teacher.
- (c) [To] **For the candidate to** be eligible for the limited certificate for [foreign] **noncitizen** teachers, the [school] district **board of education** shall submit, on a candidate's behalf, evidence of the following:
1. Completion of a degree that is equivalent to a United States bachelor's degree as determined by a Department-approved [foreign] **international** credentials evaluation service;
  2. Completion of an academic major in the subject to be taught. Candidates hired to teach world languages shall be exempt from this requirement[. The teacher may teach his or her native language upon demonstration of oral language proficiency as certified by the agency];
  3. Achievement of the GPA **requirement** as set forth [in] **at** N.J.A.C. 6A:9B-8.2(a)3;

4. Completion of a college educator preparation program in the [teacher's] **candidate's** home country as certified by a Department-approved [foreign] **international** credentials evaluation service or the international agency or government of the candidate's country of origin, pursuant to (a) above;
  5. Certification by the agency verifying the [foreign teacher's] **candidate's** valid authorization to teach in [his or her] **the candidate's** home country;
  6. Certification by the agency verifying the [teacher] **candidate** has completed a minimum of three years of successful full-time teaching experience in the subject area to be taught. World language teachers shall present evidence of three years of successful full-time teaching experience in any subject. **The teacher may teach their native language upon demonstration of oral language proficiency as certified by the agency;** and
  7. Completion of a Department-approved, nationally recognized test assessing the ability to speak, read, and write the English language fluently.
- (d) The holder of a limited certificate for [foreign] **noncitizen** teachers shall be permitted to teach in bilingual education programs in the language that was the medium of instruction in [his or her] **the certificate holder's** educator preparation program, and in the content area and/or grade level of [his or her] preparation in [his or her] **the certificate holder's** country of origin[, provided he or she meets the English language proficiency test requirement in (c)7 above].
- (e) The candidate shall sign a notarized [non-citizen] **noncitizen** oath to support the Constitution of the United States.
- (f) An agency or [foreign] **non-United States** government seeking to operate a [foreign] **noncitizen** teacher placement program in New Jersey may enter into an agreement with the Department stipulating the agency's or [foreign] **non-United States** government's role in fulfilling the section's requirements. The agency or [foreign] **non-United States**

government placing [foreign] **noncitizen** teachers [under] **pursuant to** this section shall provide to the [Office] **Department**, upon request, at least, but not limited to, the following **documentation**:

1. Evidence of U.S. State Department authorization to sponsor J-1 visas;
2. A description of the program, including orientation materials and procedures, references from other states' agencies, and demonstration of prior experience in [foreign] **noncitizen** teacher recruitment and placement; and
3. A description of the process by which the agency or [foreign] **non-United States** government determines the [foreign] **noncitizen** teacher's U.S. bachelor's degree equivalency, college teacher preparation equivalency, authorization to teach, oral language proficiency, and successful teaching experience.

(g) An agency or [foreign] **non-United States** government shall provide to school districts and [foreign] **noncitizen** teachers assistance with all aspects of the teacher placement process, including, but not limited to **the following**:

1. Recruitment and screening of qualified [foreign] **noncitizen** teachers;
2. Orientation to prepare [foreign] **noncitizen** teachers for their teaching assignments and daily life in the school community;
3. Orientation [for school districts] to prepare [them] **school districts** to host [foreign] **noncitizen** teachers;
4. Enrollment of [foreign] **noncitizen** teachers in a health and accident insurance coverage plan that meets the requirements of the U.S. State Department for obtaining the J-1 visa;
5. Assignment of [foreign] **noncitizen** teachers to instruct within their respective disciplines and provision of an ongoing monitoring and support system;

6. Replacement of any teacher whose performance is not satisfactory, as determined by the employing school district pursuant to the terms of the contract between the agency or [foreign] **non-United States** government and employing school district; and
  7. Determination of responsibility for payment of the program costs. The school district, the [foreign] **noncitizen** teacher, and the agency shall determine who will incur the costs of sponsoring the [foreign] **noncitizen** teacher pursuant to a contract signed by all parties. To maintain Department approval, the agency shall provide the Department with a current fee schedule outlining anticipated costs for participation in the program.
- (h) An agency **approved pursuant to this section** shall be subject to periodic review. If the Department determines at any time during the agency's [or foreign government's] operation in New Jersey that it has failed to meet the criteria in this section, the agency shall cease operations in the State upon Department notification.
- (i) [A] **The Board of Examiners may revoke or suspend a** limited certificate for [foreign] **noncitizen** teachers [may be revoked or suspended] in accordance with N.J.A.C. 6A:9B-4.4, **4.5, and 4.6.**

6A:9B-5.15 Persons employed to coach or serving as coach for interscholastic swimming and/or diving programs

- (a) Persons employed to coach or serving as coach for interscholastic swimming and/or diving programs shall:
1. Hold a New Jersey [certification] **certificate** pursuant to the rules for hiring athletics personnel at N.J.A.C. 6A:9B-5.16(b); and
  2. Meet the requirements for water safety training [pursuant to] **at** N.J.A.C. 6A:9B-11.10(a)2 [through], **3, and 4.**
- (b) The chief school administrator of the employing district board of education shall:

1. Annually notify the executive county superintendent of all persons employed to coach or serving as coach for interscholastic swimming and/or diving programs; and
2. Annually forward to the executive county superintendent copies of each valid certificate required [in] **at** (a)2 above for every person employed to coach or serving as coach for interscholastic swimming and/or diving programs.

6A:9B-5.16 Athletics personnel

- (a) Any teaching staff member employed by a district board of education shall be permitted to organize students for purposes of coaching or for conducting games, events, or contests in physical education or athletics.
- (b) School districts may employ any holder of either a New Jersey teaching certificate or a substitute credential, pursuant to N.J.A.C. 6A:9B-7, to work in the interscholastic athletic program, provided the position has been advertised. The 20-day limitation noted [in] **at** N.J.A.C. 6A:9B-[7.4(a)]**7.3(a)** shall not apply to such coaching situations.

6A:9B-5.17 [Instruction in educational] **Educational** technology[, computers,] **resources** and [other digital] tools

- (a) Every teacher shall demonstrate knowledge and understanding of [computers and other] educational technology resources and tools as [defined] **described** by the Professional Standards for Teachers **at N.J.A.C. 6A:9-3**.
- (b) An endorsement shall not be required to deliver instruction in **the use of** educational technology[, computers,] **resources** and [other digital] tools, except where career and technical endorsements are required for the related career clusters, career education, and consumer, family, and life skills, pursuant to N.J.A.C. 6A:9B-9.4.
- (c) Every teacher shall integrate into the classroom appropriate educational technology resources and [digital] tools related to the content area being taught.

- (d) The chief school administrator, or [his or her] **the chief school administrator's** designee, may assign an individual to provide instruction in the use of educational technologies[, computers, and other digital tools] if the individual:
1. Demonstrates proficiency in the uses of educational technologies[, computers, and other digital tools,] and understands their common applications in an educational setting;
  2. Demonstrates knowledge and understanding of the integration in the curriculum of [such] **educational** technologies [and digital tools];
  3. Demonstrates understanding of the legal and ethical issues surrounding the use of educational technologies [and digital tools] in preschool through grade 12 schools; and
  4. Holds a CE, CEAS, or standard certificate in an instructional field.

#### Subchapter 6. College Courses and Certification

##### 6A:9B-6.1 Validation of college degrees and college professional preparation

- (a) A candidate for certification shall hold a bachelor's degree or higher from [a regionally] **an** accredited college or university or **a** foreign higher education institution recognized by international accreditation agencies **at the time of degree conferral**.
- (b) To meet the CEAS requirements, **a** candidate[s] shall complete a CEAS educator preparation program, pursuant to N.J.A.C. 6A:9B-8.2, and coursework from the following entities shall be accepted:
1. A New Jersey college **or university** approved by the [State Board] **Commissioner** for the preparation of teachers;
  2. Out-of-State colleges approved by the state board, department of education, or department of higher education in the state in which the college is established and approved by the Department on the basis of reciprocal agreements; and
  3. [Regionally accredited] **Accredited** two-year colleges, provided the courses are accepted toward meeting the requirements for certification by a college **or**



**university** approved by the Department [and such courses appear on the official transcript of a regionally accredited four-year college].

- [i. No more than six semester-hour credits in professional education are completed on the two-year college level, except as provided for in N.J.A.C. 6A:9B-14.18.]

- (c) Required coursework for all instructional endorsements shall appear on the transcript of [a regionally] **an** accredited college or university [or a regionally accredited four-year college or university], pursuant to N.J.A.C. 6A:9B-9.1(a)1iii. Except as provided for [in] **at** N.J.A.C. 6A:9B-14.18, academic preparation for all administrative and educational services endorsements shall appear on the transcript of [a regionally] **an** accredited [four-year] college or university.

#### 6A:9B-6.2 Recognition of advanced standing in a college

- (a) Advanced work completed in secondary school that is assigned college credit by the higher education institution the candidate attends shall be counted toward meeting the requirements for certification.
- (b) When [a regionally] **an** accredited college or university grants advanced standing but does not award college credit for courses that were waived, the Department may accept the study that the college waived as college credit for purposes of certification.

#### 6A:9B-6.3 Course information

- (a) Courses completed by correspondence or distance learning may be accepted for certification purposes only if they are completed through [a regionally] **an** accredited college or university and appear on an official transcript from the college or university.
- (b) Teaching a course in [a regionally] **an** accredited college or university shall be deemed the equivalent of having presented the course on a college transcript. Evidence of such

teaching shall be submitted in the form of an original letter from the college president, dean, or authorized designee.

#### 6A:9B-6.4 Equivalency of coursework completed in other countries

- (a) An applicant for a CE or CEAS who has completed college-level study in a country other than the United States shall present to the Office an equivalency report of that study from a Department-approved credentials evaluation agency.
- (b) The Office shall accept only equivalency reports that include the following:
  - 1. Courses that are equivalent to courses from a United States accredited four-year college or university;
  - 2. A course-by-course listing and the semester-hour equivalent of each area of college-level study; and
  - 3. The **applicant's** GPA at the conclusion of the degree program.

### Subchapter 7. Substitute Credential

#### 6A:9B-7.1 Issuance of substitute credential for positions requiring instructional certificates

- (a) Pursuant to the limitations [in] **at** N.J.A.C. 6A:9B-[7.4(a)]**7.3(a)**, the substitute credential shall apply to a person who temporarily replaces a certified and regularly employed classroom teacher who is absent, or to a person who temporarily fills a vacancy. The assignment of a person with a substitute credential shall be made [pursuant to] **in accordance with** (d) **below** and [(e) below] **N.J.A.C. 6A:9B-7.7**.
- (b) Pursuant to N.J.S.A. 18A:6-38, the Board of Examiners shall issue substitute credentials and may revoke **or suspend** them in accordance with N.J.A.C. 6A:9B-4.4 [through], **4.5, and 4.6**.
- (c) Holders of an instructional CE, **an instructional** CEAS, a standard instructional certificate, [or] an administrative **certificate**, or **an** educational services certificate shall not be required to obtain a substitute credential before serving as a substitute teacher.

- [(d) If a teaching position becomes vacant through retirement, resignation, or other cause for permanent departure from employment, the position shall be:
1. Temporarily covered by a substitute teacher; and
  2. Permanently filled by the holder of a CE, CEAS, or standard certificate as quickly as possible but no later than 45 calendar days after the vacancy's posting.
    - i. For good cause shown and at the school district's request, the executive county superintendent may extend to 60 calendar days the requirement to permanently fill the vacancy.
- (e) When a teacher holding an instructional certificate is expected to be absent for five or more consecutive instructional days, a school district shall make every reasonable effort to temporarily replace the teacher according to the following priority order:
1. A holder of a CE, CEAS, or standard certificate with an endorsement in the subject area or grade level appropriate to the classroom;
  2. A holder of a CE, CEAS, or standard certificate with an endorsement outside the subject area or grade level appropriate to the classroom;
  3. A holder of a substitute credential or an administrative or educational services certificate.
- (f) Nothing in this section shall preclude the use of a private contractor by a school district to secure a substitute teacher appropriate under this subchapter.]
- (d) Holders of a CE with a career and technical education endorsement or a standard certificate with a career and technical education endorsement shall obtain a substitute credential before serving as a substitute teacher.**

6A:9B-7.2 Substitute credential [application and approval process] **requirements**

- (a) A candidate, or [his or her] **the candidate's** designee, shall apply to the executive county superintendent for a substitute credential.

**(b) A candidate for a substitute credential shall present documentation of a minimum of 30 semester-hour credits completed at an accredited college or university, unless the candidate qualifies for the career and technical education substitute credential, pursuant to N.J.A.C. 6A:9B-7.4.**

[(b)] **(c)** The candidate, or **the candidate's** designee, shall submit the candidate's signed application, official transcripts, signed and endorsed oath of allegiance, academic credentials, and appropriate fee, pursuant to N.J.A.C. 6A:9B-5.6(b)3, to the executive county superintendent for review and approval.

**(d) A substitute credential shall be valid for five years from the date of issuance. Up to six months before expiration, a candidate may reapply for the substitute credential in accordance with this section.**

[(c)] **(e)** Prior to employment, the employing **school** district shall require any person serving as a substitute teacher to pass a criminal history background check unless the school district's chief school administrator can demonstrate to the Commissioner that special circumstances justify a substitute teacher's emergent employment in accordance with N.J.S.A. 18A:6-7.1c.

#### [6A:9B-7.3 Requirements for substitute credential

**(a)** A candidate for a substitute credential shall present a minimum of 60 semester-hour credits completed at a regionally accredited college or university at the time of applying for the credential, unless he or she qualifies for the career and technical education substitute credential pursuant to N.J.A.C. 6A:9B-7.5.

**(b)** A substitute credential shall be valid for five years from the date of issuance. A candidate may renew his or her substitute credential within six months of its expiration if he or she meets the criteria in (a) above.]

6A:9B-[7.4]7.3 Time-period limitations for serving as a substitute teacher

- (a) Holders of a substitute credential or holders of administrative or educational services certificates without an instructional CE, CEAS, or standard certificate shall substitute for no more than 20 instructional days in the same classroom per **school** year.
- (b) Holders of the following qualifications shall be permitted to substitute **in any school district** for no more than 40 instructional days in the same classroom per **school** year:
  - 1. Instructional CE, CEAS, or a standard certificate with an endorsement not within the scope of the subject being taught;
    - i. The school district shall notify the executive county superintendent if a holder of an instructional CE or CEAS substitutes for more than 20 instructional days in the same classroom; or
  - 2. Career and technical education substitute credential, pursuant to N.J.A.C. 6A:9B-[7.5]7.4.
- (c) Holders of an instructional CE, CEAS, or standard certificate with an endorsement within the scope of the subject being taught shall be permitted to substitute for 60 instructional days in the same classroom per **school** year unless the **school district notifies the** executive county superintendent [is notified] of an extension. [by the] **The** school [district, which] **district's notification** shall demonstrate:
  - 1. The school district was unable to hire an appropriately certified teacher for the vacant position;
  - 2. The school district is filling the position subject to the limitations in a local contract or **at** N.J.A.C. 6A:9B-7.1; and
  - 3. Holders of an instructional CE or CEAS with an endorsement within the scope of the subject being taught meet the following provisions:
    - i. CE or CEAS holders obtain a provisional certificate;
    - ii. CE or CEAS holders are enrolled in a district mentoring program upon obtaining a provisional certificate; and

- iii. CE holders are accepted into a CE educator preparation program and will begin coursework in the program's next available cohort.

6A:9B-[7.5]**7.4** Career and technical education substitute credential

- (a) The career and technical education substitute credential shall be required for a holder to serve as a substitute teacher for specific career and technical education skills.
  1. All requirements [in] **at N.J.A.C. 6A:9B-7.1 [through 7.3] and 7.2, except the 30 general semester-hour credits requirement at N.J.A.C. 6A:9B-7.2(b),** shall apply to this credential [except the 60 general semester-hour credits requirement in N.J.A.C. 6A:9B-7.3(a)]. Instead of the [60] **30** general semester-hour credits requirement, a career and technical education substitute credential shall be issued to a candidate who presents two years of full-time work **or teaching** experience [within the past five years] in the appropriate career cluster. The [work] experience shall be documented by an experience statement from an employer or presentation of a valid **State or out-of-State** occupational license.
- (b) The holder of a career and technical education substitute credential shall be subject to the time period limitations at N.J.A.C. 6A:9B-[7.4(b)]**7.3(b).**

6A:9B-[7.6]**7.5** Substitute credential for positions not requiring instructional certificates

- (a) [The executive county superintendent may issue a substitute credential to serve as a] **The Board of Examiners may issue a** substitute school nurse/non-instructional **credential** to the holder of a valid New Jersey registered professional nurse license.
  1. A substitute school nurse/non-instructional may serve a total of 60 instructional days in the same position in one school district during the school year.
- (b) [The executive county superintendent may issue a substitute credential to serve as] **The Board of Examiners may issue a** substitute educational interpreter **credential** to

candidates with [a high school diploma or GED] **an associate or higher degree** and who have completed the Educational Interpreter Performance Assessment (EIPA) with a minimum score of [three] **3.5 or demonstrated interpreting skills as evidenced through the possession of a sign language certificate from the Registry of Interpreters for the Deaf or other Department-approved national accrediting agency for sign language interpreting**. Substitute educational interpreters may serve for up to [one] **six months during the** academic year.

#### 6A:9B-[7.7]**7.6** Substitute credential for exchange teachers

A district board of education employing a teacher from another state or another country as an exchange teacher in accordance with N.J.A.C. [6A:9] **6A:9B-5.11(c)** shall request that the [executive county superintendent] **Board of Examiners** issue a substitute credential to the exchange teacher, pursuant to N.J.A.C. 6A:9B-5.11(c). The exchange teacher may serve for up to one year, pursuant to N.J.A.C. 6A:9B-[5.11(c)]**5.11(a)**.

#### **6A:9B-7.7 Fulfilling teacher vacancies and absences**

- (a) **If a teaching position becomes vacant through retirement, resignation, or other cause for permanent departure from employment, the position shall be:**
1. **Temporarily covered by a substitute teacher; and**
  2. **Permanently filled by the holder of a CE, CEAS, or standard certificate as quickly as possible ,but no later than 45 calendar days after the vacancy's posting.**
    - i. **At the school district's request, the executive county superintendent may extend to 60 calendar days the requirement to permanently fill the vacancy.**
    - ii. **School districts filling long-term vacancies with CE or CEAS holders pursuant to this subchapter shall register certificate holders for a provisional certificate pursuant to N.J.A.C. 6A:9B-8.4.**

- (b) **When a teacher holding an instructional certificate is expected to be absent for five or more consecutive instructional days, a school district shall make every reasonable effort to temporarily replace the teacher according to the following priority order:**
- 1. A holder of a CE, CEAS, or standard certificate with an endorsement in the subject area or grade level appropriate to the classroom;**
  - 2. A holder of a CE, CEAS, or standard certificate with an endorsement outside the subject area or grade level appropriate to the classroom; and**
  - 3. A holder of a substitute credential or an administrative or educational services certificate.**
- (c) **Nothing in this section shall preclude the use of a private contractor by a school district to secure a substitute teacher appropriate pursuant to this subchapter.**

#### Subchapter 8. Requirements for Instructional Certification

##### 6A:9B-8.1 Instructional certificate

- (a) Except as indicated [in] **at** N.J.A.C. 6A:9B-8.8, candidates for a standard instructional certificate first shall obtain a CEAS or a CE, and then shall obtain a provisional certificate.
- (b) The Board of Examiners shall issue the certificates [described in] **at** (a) above based on the requirements set forth in this subchapter and **at** N.J.A.C. 6A:9A.
- (c) Candidates for an instructional certificate may apply directly to the Department, or the educator preparation program in which the candidate is enrolled may submit the requisite information [for] **on** the candidate's **behalf**.

##### 6A:9B-8.2 Requirements for certificates of eligibility with advanced standing (CEAS)

- (a) Except as indicated [in] **at** N.J.A.C. 6A:9B-10 and 11, the candidate shall meet the following criteria to be eligible for a CEAS in instructional areas:



1. Hold a bachelor's or an advanced degree from [a regionally] **an** accredited college or university;
2. Meet all minimum requirements [in] **at** N.J.A.C. 6A:9B-5, including, but not limited to, citizenship, [minimum] age, and the examination in physiology, hygiene, and substance abuse[.];
3. Achieve a cumulative GPA of at least 3.00 when a GPA of 4.00 equals an A grade for candidates graduating on or after September 1, 2016, in a [baccalaureate] **bachelor's** degree program, higher degree program, or a State-approved post-baccalaureate certification program [with a minimum of 13 semester-hour credits].
  - i. [Candidates] **A candidate** whose college transcript(s) demonstrates completion of all requirements for graduation prior to September 1 in any year, but whose [baccalaureate] **bachelor's** or higher degree was conferred between September 1 and December 31 of the same year, shall be deemed to have graduated prior to September 1 of the same year.
  - ii. [If the] **A candidate who** does not meet the 3.00 GPA requirement[, he or she] shall meet the exception criteria [in] **at** (c) below.
4. Satisfy the endorsement requirements and exceptions pursuant to N.J.A.C. 6A:9B-9 [through], **10, and** 11, including, but not limited to, passing the appropriate State test(s) of subject matter knowledge and completing the required subject-area course requirements; **and**
5. Be recommended for State licensure by a New Jersey educator preparation program approved pursuant to N.J.A.C. 6A:9A-3, or an out-of-State program approved by the state in which it is located and pursuant to the out-of-State program rules [in] **at** (b)2 through 5 below;
  - i. The New Jersey educator preparation program and out-of-State program shall submit the recommendation on an Office-provided form; and

6. Pass a Commissioner-approved performance-based assessment of teaching if graduated on or after September 1, 2017.
- (b) To be eligible for a CEAS in instructional fields, the candidate shall complete one of the following educator preparation programs that shall include supervised clinical practice:
1. A New Jersey [college] **educator preparation** program, graduate or undergraduate, approved by the [Department for the preparation of teachers] **Commissioner** pursuant to N.J.A.C. 6A:9A-3;
  2. [A college] **An educator** preparation program included in the interstate certification reciprocity system of NASDTEC;
  3. An out-of-State educator preparation program approved by [NCATE, TEAC,] **the Commissioner** or any other national professional education accreditation body recognized by the Council on Higher Education Accreditation [or approved by the Commissioner];
  4. An educator preparation program approved for certification by the Department in one of the states party to the NASDTEC Interstate Contract, provided the program was completed on or after January 1, 1964, and the state in which the program is located would issue the candidate a comparable endorsement; or
  5. An out-of-State college educator preparation program approved by the department of education in the state in which the program is located.
- (c) The following exceptions apply to the 3.00 GPA requirement [in] **at** (a) above:
1. [Candidates] **A candidate** graduating before September 1, 2016, shall achieve a cumulative GPA of at least 2.75 when a GPA of 4.00 equals an A in a [baccalaureate] **bachelor's** degree program, higher degree program, or a Commissioner-approved post-baccalaureate certification program [with a minimum of 13 semester-hour credits].

2. A candidate [who graduates on or after September 1, 2016,] with a GPA that is below 3.00, but at least 2.75 when a GPA of 4.00 equals an A grade, and whose score on the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more shall meet the requirements [of] **at** (a)2 and 4 above.
  - i. Effective until September 1, 2016, a candidate with a GPA that is below 2.75, but at least 2.50 when a GPA of 4.00 equals an A grade, and whose score on the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more shall meet the requirements of (a)2 and 4 above.
  - ii. This alternative requirement to (a)2 and 4 above shall not be construed as a waiver under N.J.A.C. 6A:9B-4.12(c).]
- (d) A candidate who has graduated from [a regionally] **an** accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements [in] **at** (a)3 above.
  1. Upon application, the candidate shall provide the Office with an original registrar's letter from the college or university bearing the college or university seal and clarifying the institution's policy regarding GPAs.
  2. The candidate shall satisfy all other requirements for certification, without exception.
- (e) The GPA requirements and their exceptions [listed in] **at** (c) above shall apply to all relevant sections in this subchapter and for endorsements [in] **at** N.J.A.C. 6A:9B-9 through 11.

#### 6A:9B-8.3 Requirements for certificates of eligibility (CE)

- (a) Except as indicated [in] **at** N.J.A.C. 6A:9B-8.8, 10, and 11, the candidate shall meet the following criteria to be eligible for a CE in instructional areas:
  1. Hold a bachelor's or an advanced degree from [a regionally] **an** accredited college or university;

2. Meet all minimum requirements [in] **at** N.J.A.C. 6A:9B-5, including, but not limited to, citizenship, [minimum] age, and examination in physiology, hygiene, and substance abuse requirements;
3. Achieve a cumulative GPA of at least 3.00 when a GPA of 4.00 equals an A grade for candidates graduating on or after September 1, 2016, in a [baccalaureate] **bachelor's** degree program, higher degree program, or a State-approved post-baccalaureate certification program [with a minimum of 13 semester-hour credits].
  - i. [Candidates] **A candidate** whose college transcripts demonstrate completion of all requirements for graduation prior to September 1 in any year, but whose [baccalaureate] **bachelor's** or higher degree was conferred between September 1 and December 31 of the same year, shall be deemed to have graduated prior to September 1 of the same year.
  - ii. [If the] **A candidate who** does not meet the 3.00 GPA requirement[, he or she] shall meet the exception criteria [in] **at** (b) below;
4. Satisfy the endorsement requirements and exceptions pursuant to N.J.A.C. 6A:9B-9 through 11, including, but not limited to, passing the appropriate State test(s) of subject matter knowledge and completing the required subject-area course requirements;
5. [After September 1, 2015, achieve] **Achieve** a minimum score established by the Department on a Commissioner-approved test of basic reading, writing, and mathematics skills, except:
  - i. A candidate may demonstrate proficiency in the use of the English language and in mathematics by achieving a minimum score established by the Commissioner on the SAT, ACT, or GRE pursuant to (a)5i(1) below.
    - (1) The Department shall maintain on its website a list of **Commissioner-determined** qualifying minimum scores for each test, which shall be [approximately equal to] the [top-third] **top-half**

percentile score for all test takers in the year the respective test was taken, for each year such data is available.

- (2) A candidate shall qualify for the exception at (a)5i above only if [he or she] **the candidate** achieves at least the minimum qualifying score posted pursuant to (a)5i(1) above; [and] **or**

ii. **A candidate may hold a master's or terminal degree with a minimum GPA of 3.00 from an accredited institution of higher education.**

[6. For candidates applying for a CE prior to academic year 2017-2018, demonstrate knowledge of basic pedagogical skills, including, but not limited to, classroom management, lesson planning, introduction to the NJSL Standards for Teachers, and assessment of student progress as documented through successful completion of a minimum of 24 hours of study offered through a Department-authorized provider or through equivalent coursework documented on a transcript from a regionally accredited college or university.]

(b) The following exceptions shall apply to the 3.00 GPA requirement [in] **at** (a) above:

1. [Candidates] **A candidate** graduating before September 1, 2016, shall achieve a cumulative GPA of at least 2.75 when a GPA of 4.00 equals an A in a [baccalaureate] **bachelor's** degree program, higher degree program, or a Commissioner-approved post-baccalaureate certification program [with a minimum of 13 semester-hour credits].
2. A candidate [who graduates on or after September 1, 2016,] with a GPA that is below 3.00, but at least 2.75 when a GPA of 4.00 equals an A grade, and whose score on the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more shall meet the requirements [of] **at** (a)2 and 4 above.

[i. Effective until September 1, 2016, a candidate with a GPA that is below 2.75, but at least 2.50 when a GPA of 4.00 equals an A grade, and whose

score on the appropriate State test of subject matter knowledge exceeds the passing score by 10 percent or more shall meet the requirements of (a)2 and 4 above.

ii. This alternative requirement to (a)2 and 4 above shall not be construed as a waiver under N.J.A.C. 6A:9B-4.12.]

3. A candidate [who graduates on or after September 1, 2016,] may have a cumulative GPA lower than 3.00, but equal to or higher than a 2.75 if [he or she] **the candidate** is sponsored by a [provisional training] **CE educator preparation** program prior to applying for a CE, so long as the candidate is employed [when he or she participates] **while participating** in the CE educator preparation program. **The candidate shall submit to the Department documentation of enrollment with the candidate's other certification documentation.**

i. Candidates sponsored for the purpose of meeting the exception set forth in this [paragraph] **section** shall make up no more than 10 percent of a CE educator preparation program's annual accepted candidates.

(c) A candidate who has graduated from [a regionally] **an** accredited college or university that does not award grades and does not calculate GPAs shall be exempt from the requirements [in] **at** (a)3 above.

1. Upon application, the candidate shall provide the Office with an original registrar's letter from the college or university bearing the college or university seal and clarifying the institution's policy regarding GPAs.

2. The candidate shall satisfy all other requirements for certification, without exception.

(d) The GPA requirements and their exceptions [listed in] **at** (b) **and** (c) above shall apply to all relevant sections [in] **at** N.J.A.C. 6A:9B-8 [and], **9, 10, and 11.**

(e) The candidate shall ensure official test scores are transmitted to the Office from the test vendor.

- (f) A candidate who meets all requirements [in] **at** N.J.A.C. 6A:9B-8.2(a)1 through 5 but did not take a state-approved performance assessment because it was not required for educator preparation program completion [and/or] **or** for [certification in] **completion of** an out-of-State **certification** program [attended], pursuant to N.J.A.C. 6A:9B-8.2(b), shall be issued a CE. The candidate shall meet all requirements for provisional and standard certification, pursuant to N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but shall be exempt from:
1. CE [certification] requirements [pursuant to] **at** (a) above;
  2. The provisional [certification] **certificate** requirement to be enrolled in a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.4(a)4;
  3. The [renewal of] provisional [certification] **certificate renewal** requirement to be enrolled in or to have completed a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.5(b)4; and
  4. The standard [certification] **certificate** requirement to complete a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.7(a)4ii.

#### 6A:9B-8.4 Requirements for the provisional certificate

- (a) Except as indicated [in] **at** N.J.A.C. 6A:9B-8.8, 10, and 11, a school district shall submit to the Office documentation that demonstrates the candidate has met the following requirements to be eligible for a provisional certificate:
1. Hold a CE or CEAS in the endorsement area required for the teaching assignment;
  2. Obtain and accept an offer of employment in a position that requires **an** instructional [certification] **certificate**;
  3. Be registered in the district mentoring program upon employment [and in accordance with N.J.A.C. 6A:9C-4]; and

4. For a candidate with a CE, be enrolled in a CE educator preparation program. The program shall ensure the candidate receives a minimum amount of pre-professional experience, pursuant to N.J.A.C. 6A:9A-5.3.
  - i. If employed as a teacher of students with disabilities, the CE educator preparation program at [a regionally] **an** accredited college or university in which the candidate is enrolled shall provide courses **on educating students with disabilities**. If the **educator** preparation program is not at [a regionally] **an** accredited college or university, **the program shall** ensure the candidate is enrolled **in** and attending courses **on educating students with disabilities** through an alternate program [on educating students with disabilities] immediately upon starting and throughout [the length of] the program.
  - ii. If employed as a bilingual/bicultural teacher, the CE educator preparation program in which the candidate is enrolled shall ensure the candidate is enrolled in **and attending** bilingual/bicultural courses immediately upon starting and throughout [the length of] the program.
- (b) The effective date of provisional certificate issuance shall be the date on which the CE or CEAS holder begins employment with the district board of education in a [certificated] **certified** position in accordance with N.J.S.A. 18A:26-2 and 18A:27-4a. **The employing school district shall register the teacher within 60 days of the date the CE or CEAS holder begins employment.**
- (c) A provisional certificate shall last a maximum of two **school** years and shall expire on July 31 of the second year regardless of issuance date.
- (d) A provisional teacher holding **a** provisional [certification] **certificate** in, and working under, one endorsement may seek employment and be employed in more than one school district during the provisional time period prior to earning the standard certificate.



[(e) The annual summative evaluation rating(s) from each prior employing school district shall constitute part of the record on which a principal shall base his or her standard certification determination, pursuant to N.J.A.C. 6A:9B-8.6.]

[(f)] **(e)** [The] **A new** provisional certificate must be issued each time a teacher [is employed] with a CE or CEAS **is employed** by a [different] school district **that is different** from the [previous employing] school district that submitted the initial provisional certificate documentation. [However the] **The** two-, four-, and six-year time restraints, pursuant to N.J.A.C. 6A:9B-8.5, shall still apply.

**(f) A candidate holding a temporary instructional certificate issued pursuant to N.J.A.C. 6A:9B-8.10 who meets all the requirements at (a) above, except (a)1 above, shall be eligible for a temporary provisional certificate in an appropriate instructional endorsement area. The temporary provisional certificate shall expire concurrent with the expiration of the temporary instructional certificate. The temporary provisional certificate in the specific endorsement area shall not be renewed. The time a candidate is employed under the temporary provisional certificate shall count toward a candidate's total allowable provisional period, pursuant to N.J.A.C. 6A:9B-8.5(c).**

**1. A candidate holding a temporary instructional certificate who has already completed an educator preparation program shall be issued a temporary provisional certificate without being required to enroll in another educator preparation program.**

#### 6A:9B-8.5 Renewal of the provisional certificate

**(a) The [principal] school district may recommend a provisional teacher for renewal of [his or her] the teacher's two-year provisional certificate if the candidate has not yet**

completed the requirements for the standard certificate within the first two years of employment, pursuant to N.J.A.C. 6A:9A-[8.4]**8.7**.

1. A provisional teacher who meets the criteria [in] **at** (a) above but is not renewed for employment within the same school district following the two-year provisional certificate may seek and accept, under the same endorsement, a position with another school district, pursuant to N.J.A.C. 6A:9B-8.4(d).
- (b) Except as indicated [in] **at** N.J.A.C. 6A:9B-8.8, 10, and 11, a candidate shall meet the following requirements to be eligible for **one** renewal of a provisional certificate:
1. Hold a CE or CEAS in the endorsement area required for the teaching assignment;
  2. Be employed [in] or accept an offer of employment in a position that requires **an** instructional [certification] **certificate**;
  3. Complete a district mentoring program;
  4. Be enrolled in or have completed a CE educator preparation program, if [a] **the** candidate has a CE; and
  5. Be recommended for renewal by [his or her] **the candidate's** principal pursuant to N.J.A.C. 6A:9B-8.6.
- (c) The two-year provisional certificate [may be renewed once for a maximum provisional period of four years or] may be renewed twice for a maximum provisional period of six years if the candidate fulfills **the renewal requirements at (b) above and** one [or more] of the following [in addition to the renewal requirements in (b) above] **criteria**:
1. Holds a CE with a teacher of students with disabilities endorsement, or a CE with a bilingual/bicultural endorsement, and a CE with an endorsement appropriate to the subject or grade level to be taught; or holds a CE with an English as a second language endorsement. [and the] **The** duration of the [required coursework and] CE educator preparation program **and required coursework for the endorsement(s) also** extends beyond the four-year **provisional** period; **or**

[2. Was issued the provisional certificate after February 1 of the first school year the candidate was employed; or]

[3.] **2.** Does not receive from the school district, by July 31 of the fourth year, the annual summative rating as required for a standard [certification] **certificate**, pursuant to N.J.A.C. 6A:9B-8.4.

**(d) A candidate issued a temporary instructional certificate, pursuant to N.J.A.C. 6A:9B-8.10, shall not be eligible for a renewal of a temporary provisional certificate in the specific endorsement area issued pursuant to N.J.A.C. 6A:9B-8.4(f).**

#### 6A:9B-8.6 Evaluation of a provisional teacher for the standard certificate

**(a)** Effective for candidates who begin teaching **during or after** academic year 2015-2016, standard certificate determinations shall be based on the provisional teacher's annual summative evaluations, which shall be conducted pursuant to N.J.A.C. 6A:10 and by an appropriately certified principal or administrative designee authorized to supervise instructional staff.

1. Standard certificate determinations for candidates who [begin] **began** teaching prior to academic year 2015-2016 shall be based on performance evaluations aligned with the Professional Standards for Teachers [as defined in N.J.A.C. 6A:9-3.3] and based on at least three observations conducted during the school year but not less than once during each semester.

**(b)** A provisional teacher who meets all other standard certificate requirements [pursuant to] **at** N.J.A.C. 6A:9B-8.7 shall earn a standard certificate upon receipt of at least two summative evaluation ratings of effective or highly effective earned within three consecutive years of teaching.

1. If the provisional teacher does not complete the standard certificate requirements within the first two years of teaching, the provisional certificate may be renewed pursuant to N.J.A.C. 6A:9B-8.5 and the provisional teacher shall have an

additional two years to earn at least two effective or highly effective summative evaluation ratings within three consecutive years **of teaching**.

- (c) Within 30 days of the provisional teacher's receipt of at least two summative evaluation ratings earned in any New Jersey school district, the provisional teacher's principal shall notify the provisional teacher and the Office that the provisional teacher:
1. Is eligible for a standard certificate because the candidate has earned at least two effective or highly effective summative evaluation ratings and has completed all other standard [certification] **certificate** requirements, pursuant to N.J.A.C. 6A:9B-8.7;
  2. Is being recommended for a renewal of the provisional certificate, pursuant to N.J.A.C. 6A:9B-8.5, because the candidate has not yet received at least two effective or highly effective summative ratings within three consecutive years **of teaching**;
  3. Is not being recommended for a renewal of the provisional certificate for any reason; or
  4. Is rendered permanently ineligible for renewal of the provisional certificate, is prohibited from earning a standard certificate, and is disqualified from seeking further employment as a teacher in any capacity.
- (d) A provisional teacher who is ineligible for a standard [certification] **certificate** and for renewal of the provisional certificate may appeal the standard [certification] **certificate** determination pursuant to N.J.A.C. 6A:9B-4.13.
- (e) Mentor teachers shall not assess or evaluate the performance of provisional teachers. Interactions between provisional teachers and experienced mentor teachers are formative in nature and considered a matter of professional privilege. Mentor teachers shall not be compelled to offer testimony on the performance of provisional teachers.
- (f) **The annual summative evaluation rating(s) from each prior employing school district shall constitute part of the record on which a principal shall base the standard certificate determination.**

#### 6A:9B-8.7 Requirements for the standard certificate

- (a) Except as indicated [in] **at** N.J.A.C. 6A:9B-8.8, 10, and 11, [to be eligible for the standard certificate in any instructional area,] the candidate shall **meet the following requirements to be eligible for the standard certificate in any instructional area:**
1. Possess a provisional certificate, pursuant to N.J.A.C. 6A:9B-8.4;
  2. Be recommended for the standard certificate by the supervising principal based on:
    - i. Evaluation requirements [pursuant to] **at** N.J.A.C. 6A:9A-8.6; and
    - ii. Successful completion of a district mentoring program, pursuant to N.J.A.C. 6A:9C-5;
  3. Submit to the Department a completed Commissioner-issued teacher candidate survey; and
  4. For CE holders, do the following:
    - i. Effective for candidates who begin teaching **during or after** academic year 2017-2018, pass the performance assessment if the candidate did not pass it prior to earning a CE; and
    - ii. Complete a CE educator preparation program, pursuant to N.J.A.C. 6A:9A-5, unless exempt under the reciprocity rule at N.J.A.C. 6A:9B-8.8.
- (b) A candidate who holds a standard New Jersey instructional certificate shall be eligible for additional standard certificates if the candidate meets the CEAS requirements of this subchapter. This provision shall not apply to holders of the [Teacher of Military Science] **military science** endorsement.

#### 6A:9B-8.8 Requirements for interstate reciprocity for a CEAS, CE, or standard certificate

- (a) Through reciprocity, the Office shall issue an instructional CEAS to candidates who:
1. Have a valid CEAS issued by another state in a subject area or grade level also offered by the Department, following the completion of a CEAS educator

preparation program that includes clinical practice and endorsement in a subject that is also issued in New Jersey;

**i. Candidates applying for reciprocity for a certificate that requires possession of, or eligibility for, a CEAS or standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught shall be exempt from the clinical practice requirement at (a)1 above.**

2. Passed a subject-matter test to receive [his or her] **the** out-of-State endorsement or passed the appropriate New Jersey subject-matter test; and
3. [Effective for candidates who begin teaching academic year 2017-2018, passed] **Passed** a performance assessment that is approved by the state in which the certificate was issued, unless the candidate holds National Board for Professional Teacher Standards (NBPTS) or the Meritorious New Teacher Candidate (MNTC) designation.

(b) A candidate who meets all requirements [in] **at** (a)1 and 2 above but did not take a state-approved performance assessment because it was not required for educator preparation program completion [and/]or for certification in that state shall be issued a CE. The candidate shall meet all requirements for provisional and standard [certification] **certificates** pursuant to N.J.A.C. 6A:9B-8.4 and 8.7, respectively, but shall be exempt from:

1. CE certification requirements pursuant to N.J.A.C. 6A:9B-8.3(a);
2. The provisional certification requirement to be enrolled in a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.4(a)4;
3. The renewal of provisional certification requirement to be enrolled in or to have completed a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.5(b)4; and
4. The standard certification requirement to complete a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.7(a)4ii.

- (c) Except as provided [in] **at** (b) above, and (e), **(f), (h), (i), and (j)** below, reciprocity shall not apply to an instructional CE. Candidates who have been issued an out-of-State **instructional** CE shall meet all requirements [in] **at** N.J.A.C. 6A:9B-8.3.
- (d) Through reciprocity, the Department shall issue an instructional standard certificate to a candidate who:
1. Has a valid standard certificate issued by another state in an endorsement subject area or grade level that also is [issued] **offered** by the [Office] **Department** and demonstrates at least two effective years of teaching that were completed within three consecutive years [within the last four calendar years].
    - i. The candidate shall provide **to the Office** an original letter documenting completion of this requirement from [his or her] **the candidate's** supervisor(s), principal(s), or employing school district(s) human resources officer; or
  2. Meets the requirements [in] **at** (f) and (g) below.
- (e) A candidate who has a valid standard certificate issued by another state, including an endorsement in a subject area or grade level also [issued] **offered** by the [Office] **Department**, but does not meet the requirements [in] **at** (d)1 above shall be issued a [CE] **CEAS**. The candidate shall meet all requirements for provisional and standard [certification pursuant to] **certificates at** N.J.A.C. 6A:9B-8.4 and 8.7[, respectively, but shall be exempt from:].
1. CE certification requirements pursuant to N.J.A.C. 6A:9B-8.3(a);
  2. The provisional certification requirement to be enrolled in a CE educator preparation program, pursuant to N.J.A.C. 6A:9B-8.4(a)4;
  3. The renewal of provisional certification requirement to be enrolled in or to have completed a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.5(b)4; and

4. The standard certification requirement to complete a CE educator preparation program pursuant to N.J.A.C. 6A:9B-8.7(a)4ii.]
- (f) A candidate who holds NBPTS certification and the corresponding out-of-State license or certificate in a subject area or grade level also offered by the Department shall be eligible for the standard certificate in the NBPTS certificate field without additional requirements.
- (g) A candidate who holds the MNTC designation and the corresponding out-of-State license or certificate in a subject area or grade level also offered by the Department shall be eligible for the standard [certification] **certificate** in the MNTC-designated field without additional requirements.
- (h) **Through the Alternate Route Interstate Reciprocity Pilot Program, the Office shall issue an instructional CE to candidates who:**
1. **Enroll in a CE educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program, pursuant to N.J.A.C. 6A:9A-5.7;**
  2. **Hold an equivalent, valid CE or provisional instructional certificate issued by another state;**
  3. **Pass a subject-matter test to receive an out-of-State endorsement or the appropriate New Jersey subject-matter test;**
  4. **Have at least one year of effective teaching experience as documented by a letter from the candidate's former supervisor, principal, or employing school district's human resource officer; and**
  5. **Demonstrate good standing during previous teaching experience under an out-of-State certificate.**
- (i) **To be eligible for a provisional certificate, a candidate participating in the Alternate Route Interstate Reciprocity Pilot Program shall meet all of the requirements at N.J.A.C. 6A:9B-8.4.**



- (j) **Through the Alternate Route Interstate Reciprocity Pilot Program, the Office shall issue a standard certificate to candidates who:**
- 1. Successfully complete a CE educator preparation program while participating in the Alternate Route Interstate Reciprocity Pilot Program;**
  - 2. Pass a State-approved performance assessment or the performance assessment approved by the state in which the reciprocal certificate was issued prior to entry into the CE educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program; and**
  - 3. Meet the requirements for a standard certificate, pursuant to N.J.A.C. 6A:9B-8.7.**
    - i. A candidate who successfully completes CE educator preparation program participating in the Alternate Route Interstate Reciprocity Pilot Program may apply to the Office to have up to one year of effective teaching experience earned out-of-State, as documented by a letter from the candidate's former supervisor, principal, or employing school district's human resource officer, apply toward the requirements at N.J.A.C. 6A:9B-8.6(b).**

6A:9B-8.9 Requirements for nonpublic school training programs

- (a) A nonpublic school may choose to provide a mentoring program for novice teachers, pursuant to N.J.A.C. 6A:9C-5, if the school meets the following requirements:
1. Prior to enrolling any candidate in a mentoring program, the individual with the authority to execute binding documents on behalf of the nonpublic school shall enter into a written agreement with the Department agreeing to comply with all requirements pursuant to N.J.A.C. 6A:9C-5.1(b) and (d);
  2. A teacher [on staff] **at the nonpublic school** in a non-administrative, non-supervisory capacity who holds a standard New Jersey instructional certificate shall

be assigned as the mentor, **or the nonpublic school may choose to assign as a mentor a non-staff member who meets the criteria at N.J.A.C. 6A:9C-5.2;**

3. The school is accredited by an accrediting agency accepted by the Department; and
4. The candidate is employed as a classroom teacher in a position that would require an appropriate instructional certificate in a public school.

**6A:9B-8.10 Nonresident military spouse temporary instructional certificate**

**(a) To be eligible for the nonresident military spouse temporary instructional certificate, an applicant shall:**

1. **Be ineligible for any other instructional endorsement pursuant to N.J.A.C. 6A:9B-8.1 through 8.8;**
2. **Document nonresident active-duty spouse status by submitting a military dependent identification card;**
3. **Hold a valid and current license or certificate to teach issued by another state for which there is an equivalent and currently issued New Jersey endorsement; and**
4. **Demonstrate competency in teaching through demonstration of either three years of successful out-of-State teaching pursuant to a validly issued out-of-State teaching license or meeting the GPA requirement pursuant to N.J.A.C. 6A:9B-8.2. The candidate shall submit a letter of experience from a past supervisor or authorized school district representative or a completed Record of Professional Experience form.**

**(b) The temporary instructional certificate shall be valid for the time period specified at N.J.S.A. 18A:26-2.14 and shall not be subject to renewal, but may be extended pursuant to N.J.S.A. 18A:26-2.14. To continue teaching upon expiration of the temporary instructional certificate, certificate holders shall apply and be eligible for a certificate pursuant to N.J.A.C. 6A:9B-8 through 13.**

- (c) **The temporary instructional certificate shall be issued for a specific instructional content area endorsement in accordance with (a)3 above to ensure that certificate holders are placed in classrooms for which they have appropriate content knowledge.**

Subchapter 8A. Limited Instructional Certificate of Eligibility and Certificate of Eligibility with  
Advanced Standing Pilot Program

6A:9B-8A.1 Scope

- (a) Pursuant to P.L. 2021 c. 224, this subchapter's rules implement a five-year pilot program for the issuance of limited certificates of eligibility (CEs) and limited certificates of eligibility with advanced standing (CEASs) in an instructional area.
- (b) The five-year pilot program established by the Commissioner will begin in the 2022-2023 school year and will result in the following:
1. A Board of Examiners-issued limited CE or CEAS in an instructional area for candidates who apply for and meet the criteria established in this subchapter; and
  2. A Department-maintained list of Commissioner-approved school districts, charter schools, and renaissance school projects permitted to hire certificate holders who have a limited CE or CEAS in an instructional area.
- (c) A limited CE or CEAS in an instructional area shall permit a certificate holder to seek employment in only the school districts, charter schools, and renaissance school projects approved by the Commissioner to participate in the pilot program.
- (d) The limited CE and CEAS will not be issued after September 1, 2027.
1. School districts, charter schools, and renaissance school projects approved by the Commissioner to participate in the pilot program shall ensure that individuals hired pursuant to the pilot program obtain their provisional certificate by no later than November 1, 2027.

- (e) All limited CEs and CEASs issued pursuant to the pilot program, and existing at the expiration of the pilot program, shall expire on November 1, 2027.
- (f) Throughout this subchapter, “school district” shall refer to school districts, charter schools, and renaissance school projects that apply to participate in the pilot program or are approved by the Commissioner to participate as set forth at N.J.A.C. 6A:9B-8A.2.

#### 6A:9B-8A.2 School district participation

- (a) A school district seeking to hire certificate holders of limited CEs or CEASs in an instructional area pursuant to the pilot program established pursuant to this subchapter shall first be approved by the Commissioner.
- (b) To seek Commissioner approval to hire certificate holders of limited CEs or CEASs in an instructional area, a school district shall provide to the Commissioner, or the Commissioner’s designee, the following:
  - 1. A plan to sufficiently support novice teachers in accordance with N.J.A.C. 6A:9C-5; and
  - 2. Data demonstrating one or more of the following:
    - i. A demographic disparity between the school district’s or school’s student population and its teachers;
    - ii. A shortage of bilingual education teachers within the school district; or
    - iii. A critical need to fill teacher vacancies or a hardship caused by teacher vacancies within the school district.
- (c) Pursuant to P.L. 2021 c. 224, a school district approved to participate in the pilot program shall be eligible to hire certificate holders of limited CEs or CEASs in an instructional area. The number of certificate holders of limited CEs or CEASs in an instructional area hired shall not exceed, at any time during the pilot program, 10 percent of the school district’s total teacher population as indicated on the school district’s position control roster.

- (d) To maintain approved status, a school district previously approved to participate in the pilot program shall annually submit to the Commissioner a report evaluating the impact of hiring certificate holders with limited CEs or CEASs in an instructional area. The content of the annual report shall be cumulative, but disaggregated by school year, to address each year in which the school district participates in the pilot program. The report shall include, but not be limited to, the following:
1. The number of certificate holders hired by the school district under the pilot program;
  2. The subject areas in which the certificate holders teach and the course(s) they teach;
  3. The impact of hiring certificate holders with limited CEs and CEASs on the school district's or school's demographic disparity between its student population and teachers;
  4. The effect on the school district's ability to fill shortages of bilingual education teachers within the school district;
  5. The effect of hiring certificate holders with limited CEs and CEASs on the school district's ability to fill teacher vacancies;
  6. The student achievement data for students taught by certificate holders who were hired by the school district under the pilot program;
  7. The teacher evaluation data, pursuant to N.J.A.C. 6A:10, and retention data for certificate holders hired under the pilot program; and
  8. Any other information the Commissioner deems necessary, pursuant to section 5 at P.L. 2021, c. 224.
- (e) Approved school districts shall enroll all holders of the limited CE or CEAS in the provisional teacher program within one month of the certificate holder's employment start date.
- (f) Upon expiration of the pilot program on September 1, 2027, school districts shall not hire holders of a limited CE or CEAS, unless the candidate holds another certificate required for employment in the position.

- (g) All Commissioner approvals pursuant to this subchapter shall terminate with the expiration of the pilot program on September 1, 2027.
- (h) Certificate holders of a limited CE or CEAS who hold a provisional certificate as of November 1, 2027, shall be permitted to continue the provisional teacher program within the time limitations set forth at N.J.A.C. 6A:9B-8.4 and 8.5.

6A:9B-8A.3 Limited CE or CEAS in an instructional area requirements

- (a) To be eligible for a limited CEAS in an instructional area, the candidate shall successfully complete a State-approved educator preparation program and meet all requirements for a CEAS pursuant to N.J.A.C. 6A:9B-8.2, with the exception of one of the following:
  - 1. The minimum GPA requirement pursuant to N.J.A.C. 6A:9B-8.2(a)3 and its exceptions at N.J.A.C. 6A:9B-8.2(c); or
  - 2. The minimum passing score on an appropriate State test(s) of subject matter knowledge pursuant to N.J.A.C. 6A:9B-8.2(a)4 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-9.1(a)2.
- (b) To be eligible for the limited CE in an instructional area, the candidate shall hold a bachelor's or an advanced degree pursuant to N.J.A.C. 6A:9B-8.3(a)1 and shall meet all other requirements for a CE pursuant to N.J.A.C. 6A:9B-8.3, with the exception of one of the following:
  - 1. The minimum number of subject area course credits and the alternative requirements or exceptions at N.J.A.C. 6A:9B-8.3(a)4 and 9.1(a)1;
  - 2. The minimum GPA pursuant to N.J.A.C. 6A:9B-8.3(a)3 and its exceptions at N.J.A.C. 6A:9B-8.3(b);
  - 3. The minimum score on a Commissioner-approved test of basic reading, writing, and mathematical skills pursuant to N.J.A.C. 6A:9B-8.3(a)5 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-8.3(a)5i; or

4. The minimum passing score on an appropriate State test(s) of subject matter knowledge pursuant to N.J.A.C. 6A:9B-8.3(a)4 and the alternative requirements or exceptions at N.J.A.C. 6A:9B-9.1(a)2.

6A:9B-8A.4 Provisional and standard certificate requirements for certificate holders with a limited CE or CEAS in an instructional area

- (a) The limited CE or CEAS in an instructional area shall satisfy the CE or CEAS requirement at N.J.A.C. 6A:9B-8.1(a) for purposes of obtaining a provisional certificate until November 1, 2027.
- (b) To be eligible for a provisional certificate, a certificate holder with a limited CE or CEAS shall meet all the requirements at N.J.A.C. 6A:9B-8.4.
- (c) To be eligible for a standard certificate, a provisional certificate holder hired pursuant to this pilot program shall meet all the requirements for a standard instructional certificate pursuant to N.J.A.C. 6A:9B-8.7.
- (d) Holders of the limited CE or CEAS shall meet all the requirements for a provisional certificate at N.J.A.C. 6A:9B-8.4 no later than September 1, 2027.

#### Subchapter 9. Instructional Endorsements

6A:9B-9.1 Endorsement requirements

- (a) To fulfill the endorsement requirements necessary for **an** instructional [certification] **certificate**, pursuant to N.J.A.C. 6A:9B-8, the candidate shall:
  1. Complete one or more of the following coursework requirements for the subject area in which the candidate is seeking the endorsement:
    - i. Complete an undergraduate major in the subject area as documented by an official transcript from [a regionally] **an** accredited four-year college or university;
    - ii. Hold a graduate degree in the subject area; or

- iii. Complete at least 30 credits in a coherent sequence of courses appropriate to the subject area as documented by an official transcript from [a four-year regionally] **an** accredited college or university, of which 12 semester-hour credits must be at the advanced level of study, including junior-, senior-, or graduate-level study as documented by the official transcript of [a four-year regionally] **an** accredited college or university;
  2. Pass the appropriate State test(s) of subject matter knowledge. [However, if] **If** a candidate's score on the appropriate State test(s) of subject matter knowledge falls below the passing score by five percent or less, but the candidate has a GPA of 3.50 or higher when a GPA of 4.00 equals an A grade, [he or she] **the candidate** shall meet this paragraph's requirements. This alternative requirement shall not be construed as a waiver [under] **pursuant to** N.J.A.C. 6A:9B-4.12(c).
    - i. **[A] In lieu of passing the State test(s) of subject matter knowledge, a** candidate who completes an out-of-State educator preparation program approved pursuant to N.J.A.C. 6A:9B-8.2(b)2 [through], **3, 4, and 5**, or who holds an out-of-State equivalent of a CEAS, may pass the equivalent test(s) of subject matter knowledge approved by the state in which the program is located or the certificate was issued [in lieu of passing the State test(s) of subject matter knowledge]; and
  3. When applicable, complete additional requirements or exceptions pursuant to N.J.A.C. 6A:9B-11.
- (b) Except if certified in an experience-based career and technical education endorsement pursuant to N.J.A.C. 6A:9-11.3 or military science pursuant to N.J.A.C. 6A:9-11.8, holders of a CE, CEAS, or standard instructional certificate in one endorsement may obtain the corresponding CE, CEAS, or standard instructional certificate in a different



endorsement upon completion of the academic and test requirements [listed in] **at** (a) above and any additional requirement(s) or exception(s) [in] **at** N.J.A.C. 6A:9B-10 or 11.

#### 6A:9B-9.2 Authorizations – general

- (a) Each teaching endorsement shall be required for the corresponding teaching assignment.
1. Each endorsement shall be valid for [grades] preschool through **grade** 12, with the following exceptions:
    - i. The elementary school teacher endorsement shall be valid in [grades] kindergarten through **grade** six. Any holder of the former teacher of elementary school **kindergarten through** grade[s] **five (K-5)** endorsement now shall be authorized to teach kindergarten through grade six;
    - ii. The middle school with subject matter specialization endorsement shall be valid in grades five through eight;
    - iii. The preschool through grade three endorsement shall be valid in preschool through grade three; and
    - iv. The teacher of supplementary instruction in reading and mathematics, **kindergarten through** grade[s] **eight (K-8)** shall be valid in [grades] kindergarten through **grade** eight.
  2. Teachers with English endorsements who taught English language arts courses prior to February 1976 may continue to teach the same course(s).
  3. Teachers with elementary school endorsements valid in preschool through grade eight issued no later than March 1, 2008, may teach in preschool through grade eight in any employing school district, subject to the qualification for teaching three- and four-year-old children [in] **at** N.J.A.C. 6A:9B-11.2(b). The teachers shall demonstrate to the school district they have content knowledge appropriate to the subject(s) taught.

- i. All elementary school teachers certified to teach in [grades] kindergarten through **grade** five after January 20, 2004, and hired to teach in grades six through eight shall hold either the elementary school with [subject matter] **subject-matter** specialization or the [subject matter] **subject-matter** endorsement.
4. Teachers holding the teacher of the blind or partially sighted, teacher of the deaf or [hard of hearing] **hard-of-hearing**, and/or the teacher of handicapped endorsements issued prior to September 1, 2008, may teach students with disabilities in preschool through grade 12 if [they] **the teachers** can demonstrate to the school district content knowledge appropriate to the content and the content level to be taught.
5. Teachers holding endorsements that are no longer issued [as of January 20, 2004,] may continue to teach in the subject areas in which the teacher was authorized to teach under the former rules.
6. [Holders of career] **Career** and technical instructional endorsements issued prior to January 20, 2004, shall remain valid. The teachers may teach in the occupations for which they hold endorsements. A crosswalk of the former certificates that identifies under which new career clusters the teacher's certificate falls is available on the Department's website.
7. **Holders of other endorsements may teach computer science, as defined in Standard 8.1 of the NJSLS, until July 1, 2027. After July 1, 2027, a teacher of computer science in preschool through grade 12 shall hold a computer science endorsement issued pursuant to N.J.A.C. 6A:9B-10.15.**

#### 6A:9B-9.3 Department-issued endorsements and authorizations

- (a) The teaching endorsements and authorizations [in] **at (a)1** through 9 below are grouped within the relevant NJSLS.
  1. Visual and performing arts:

- i. Art: This endorsement authorizes the holder to teach art in all public schools;
  - ii. Dance: This endorsement authorizes the holder to teach dance in all public schools;
  - iii. Music: This endorsement authorizes the holder to teach vocal and instrumental music and related theory in all public schools;
  - iv. Speech arts [and dramatics]: This endorsement authorizes the holder to teach speech arts [and dramatics] in all public schools; and
  - v. Theater: This endorsement authorizes the holder to teach theater in all public schools.
2. Comprehensive health and physical education:
- i. Health education: This endorsement authorizes the holder to teach health education in all public schools;
  - ii. Health and physical education: This endorsement authorizes the holder to teach health and physical education in all public schools;
  - iii. Physical education: This endorsement authorizes the holder to teach physical education in all public schools;
  - iv. Swimming and water safety [instructor]: This endorsement authorizes the holder to teach swimming, diving, and water safety in all public schools; and
  - v. Driver education: This endorsement authorizes the holder to teach driver education in all public schools.
3. English language arts:
- i. English: This endorsement authorizes the holder to teach English in all public schools;
  - ii. English as a [Second Language] **second language**: This endorsement authorizes the holder to teach English as a second language in all public schools; and
  - iii. Reading: This endorsement authorizes the holder to teach reading in all public schools.
4. Mathematics:

- i. Mathematics: This endorsement authorizes the holder to teach mathematics in all public schools.
- 5. Science:
  - i. Biological science: This endorsement authorizes the holder to teach biological, environmental, and general science in all public schools. Biological science includes botany, anatomy and physiology, zoology, and biology;
  - ii. Chemistry: This endorsement authorizes the holder to teach chemistry and environmental and general sciences in all public schools;
  - iii. Earth science: This endorsement authorizes the holder to teach earth, environmental, and general sciences in all public schools. Earth science includes astronomy, geology, meteorology, oceanography, physical geography, and space science;
  - iv. Physical science: This endorsement authorizes the holder to teach physical, environmental, and general sciences in all public schools. Physical science includes physics, chemistry, and earth and space sciences other than geography; and
  - v. Physics: This endorsement authorizes the holder to teach physics and environmental and general sciences in all public schools.
- 6. Social studies:
  - i. Psychology: This endorsement authorizes the holder to teach psychology in all public schools; and
  - ii. Social studies: This endorsement authorizes the holder to teach social studies in all public schools. Social studies includes American history, European history, world history, government, political science, sociology, geography, anthropology, and economics.

7. World languages: This endorsement authorizes the holder to teach in all public schools one of the following designated world languages:
- i. American Sign Language;
  - ii. Chinese;
  - iii. French;
  - iv. German;
  - v. Greek;
  - vi. Hebrew;
  - vii. Italian;
  - viii. Japanese;
  - ix. Latin;
  - x. Portuguese;
  - xi. Russian;
  - xii. Spanish;
  - xiii. Hindi;
  - xiv. Arabic;
  - xv. Korean; or
  - xvi. Other world languages.
8. Technology education:
- i. This endorsement authorizes the holder to teach technology education in all public schools with the exception of approved career and technical education programs. Technology education includes content aligned with **Standard 8.2** of the NJSL [and the “[Standards for Technology Literacy](#)”<sup>©</sup>” published by the International Technology and Engineering Educators Association (ITEEA), Copyright 2007, incorporated herein by reference, available at <https://www.iteea.org/File.aspx?id=67767&v=b26b7852>].

[(1) Examples of the topics that can be taught under this endorsement include:

- (A) Technological literacy;
- (B) The nature of technology;
- (C) Technology and society;
- (D) The engineering and technological design process;
- (E) Abilities for a technological world; and
- (F) Understanding the designed world, including selecting and using medical technologies, agricultural and related biotechnologies, energy and power technologies; information and communication technologies; transportation technologies, manufacturing technologies, and/or construction technologies.]

ii. A technology education endorsement is not required to teach **the use of** educational technology [and/or computer and information skills] pursuant to N.J.A.C. 6A:9B-[5.18]**5.17**.

**9. Computer science: This endorsement authorizes the holder to teach computer science, as described in Standard 8.1 of the NJSLs, in all New Jersey public schools.**

(b) The teaching endorsements below authorize the holder to teach specific populations, subjects, ages, and/or grade levels:

1. Bilingual/bicultural education: This endorsement authorizes the holder to teach bilingual/bicultural education in all public schools. **In addition to the content area(s) or grade level(s) authorized by the teachers' endorsement(s), the holder of a bilingual/bicultural education endorsement also may provide consultative services and supportive resource programs, including**

**modification and adaptation of curriculum and instruction to English language learners and speakers of English as a second language in general education programs in preschool through grade 12.**

2. Elementary school: This endorsement authorizes the holder to:
  - i. Serve as an elementary school teacher in kindergarten through grade six in all public schools;
  - ii. Teach language arts literacy, mathematics, science, computer and information literacy, and social studies full-time, integrating educational technology where appropriate in kindergarten through grade six;
  - iii. Teach world languages full-time in kindergarten through grade six, pursuant to N.J.A.C. 6A:9B-10.5;
  - iv. Teach all remaining subjects no more than one-half of the daily instructional assignment; and
  - v. Teach reading, writing, mathematics, and spelling, for basic-skills purposes only, in grades six through 12.
3. Middle school with subject-matter specialization: This endorsement authorizes the holder to teach the specialty subjects on the face of the certificate full-time in grades five through eight in all public schools. This endorsement does not permit the holder to teach the subject matter specialization in grades nine through 12.
4. Preschool through grade three: This endorsement authorizes the holder to:
  - i. Teach preschool through grade three in public schools and to teach public school students in approved settings providing early childhood education;
  - ii. Teach language arts literacy, mathematics, science, computer and information literacy, and social studies full-time, integrating educational technology where appropriate in preschool through grade three;

- iii. Teach world languages full-time in preschool through grade three, pursuant to N.J.A.C. 6A:9B-10.5; and
  - iv. Teach all remaining subjects in preschool through grade three no more than one-half of the daily instructional assignment.
5. Teacher of supplemental instruction in reading and mathematics, kindergarten through grade eight: This endorsement authorizes the holder to provide supplemental, pull-out instruction in reading and mathematics for students in kindergarten through grade eight. During their provisional teaching period, teachers holding this endorsement:
- i. May not be assigned to more than two schools; and
  - ii. Shall conduct all teaching in a formal classroom environment with a minimum of eight students that approximates the experiences that novice teachers are expected to have, including, but not limited to, lesson planning, effective classroom management, instructional strategies, and incorporation of the NJSLS.
6. Students with disabilities: The endorsements authorize the holder to teach students from one of the designated populations listed [in] **at** (b)6i through iv below. In addition to the content area(s) or grade level(s) authorized by the teachers' endorsement(s), the holder of a special education endorsement also may provide consultative services and supportive resource programs, including modification and adaptation of curriculum and instruction to students with disabilities in general education programs in preschool through grade 12.
- i. Blind or visually impaired: This endorsement authorizes the holder to teach blind or visually impaired students;
  - ii. Deaf or hard of hearing for oral/aural communication: This endorsement authorizes the holder to teach deaf or hard-of-hearing students using oral/aural communication strategies;



- iii. Deaf or hard of hearing for sign language communication: This endorsement authorizes the holder to teach deaf or hard-of-hearing students using sign language communication strategies; and
- iv. Students with disabilities: This endorsement authorizes the holder to teach students classified with disabilities with the exception of students identified [in] at (b)6i [through], **ii, and** iii above.

6A:9B-9.4 21st century life and careers, and career and technical education endorsements and authorizations

(a) The teaching endorsements below authorize the holder to teach kindergarten through grade 12, including approved career and technical education programs in grades nine through 12, in all public schools:

- 1. Business education/business-related technologies: The endorsements authorize the holder to teach business education and business-related technologies in all public schools.
  - i. Comprehensive business: This endorsement authorizes the holder to teach accounting, banking and insurance, business computer applications, business law, business communications, business mathematics, economics and finance, entrepreneurship, international business, keyboarding, business management, business organization, marketing, office administration/office systems technology, and exploration in business-related careers.
  - ii. Business: accounting: This endorsement authorizes the holder to teach accounting, [bookkeeping,] finance and investment, business mathematics, and exploration of related careers.
  - iii. Business: finance/economics/law: This endorsement authorizes the holder to teach finance and investment, economics, law, banking and insurance,

- business mathematics, business communications, business management, business organization, and exploration of related careers.
- iv. Business: keyboarding and data entry: This endorsement authorizes the holder to teach keyboarding, computer data entry, word processing, and exploration of related careers.
  - v. Business: computer applications and business-related information technology: This endorsement authorizes the holder to teach business-related software applications, safety and security policies pertaining to computer use, emerging hardware and operating systems, file management, legal issues related to computer use, and exploration of related business occupations.
  - vi. Business: office administration/office systems technology: This endorsement authorizes the holder to teach office organization, word processing, speed writing, business communication, office and administrative support practices and procedures, keyboarding, data entry, and exploration of related business occupations.
  - vii. Marketing education: This endorsement authorizes the holder to teach marketing occupations including sales, advertising and retailing, global marketing, entrepreneurship, and exploration of related business occupations.
2. Family and consumer sciences: This endorsement authorizes the holder to teach family and consumer sciences in all public schools.
- i. Comprehensive family and consumer sciences: This endorsement authorizes the holder to teach family and consumer sciences. Family and consumer sciences includes: family economics and resource management; family relations and human development, including child care and development, and parenting education; housing and environment, including

interior design; nutrition, health, and food management and preparation; textiles and apparel design, construction, and merchandising; and exploration in family and consumer sciences related occupations.

- ii. Family and consumer sciences: Child and family development: This endorsement authorizes the holder to teach family relations and human development -- including parenting education, child care and development, and operating a preschool in a high school classroom environment, developing skills needed to deal with crisis in families, handling children with special needs, and managing family economics and resources -- and to provide career-related instruction.
- iii. Family and consumer sciences: Foods, nutrition, and food science: This endorsement authorizes the holder to teach nutrition, individual and family food preparation, food science, managing time and resources related to food preparation, and exploration of careers in foods and nutrition related occupations.
- iv. Family and consumer sciences: Apparel, textiles, and interiors: This endorsement authorizes the holder to teach textiles and apparel design, construction, and merchandising, interior design; managing time and resources related to apparel construction and interior design; and exploration of careers in apparel, textiles, and interior design.

- 3. Agriculture, food, and natural resources: This endorsement authorizes the holder to teach agribusiness systems; animal systems; environmental service systems; natural resource systems; plant systems; power, structural, and technical systems; and related technologies in all public schools.

- (b) Career and technical education endorsements: The endorsements authorize the holder to teach approved career and technical education programs in grades nine through 12 in all public schools, in accordance with N.J.A.C. 6A:9B-11.3. The holder of a standard career

and technical education endorsement who has completed the [study] requirements [in] at N.J.A.C. 6A:9B-14.19(b)2i and ii, or 14.20(b)2i or ii, is also authorized to place and supervise career and technical education students in school-sponsored cooperative education experiences in the occupation in which the holder is certified as part of a career and technical education program.

- (c) Specific career and technical education endorsements are based on the candidate's Department-approved employment or self-employment experience, bachelor's degree, and/or associate degree. Endorsements are organized under the following career clusters and are listed on the Department's website:

1. Agriculture, Food, and Natural Resources: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the production, processing, marketing, distribution, financing, and development of agricultural commodities and resources, including food, fiber, wood products, natural resources, horticulture, and other plant and animal products and resources.
2. Architecture and Construction: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the designing, planning, managing, building, and maintaining the built environment.
3. Arts, Audio/Video Technology, and Communications: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the designing, producing, exhibiting, performing, writing, and publishing multimedia content, including visual and performing arts and design, journalism, and entertainment services.
4. Business, Management, and Administrative: Endorsements are authorized under this career cluster for career and technical education programs that prepare

students for careers related to the planning, organizing, directing, and evaluating business functions essential to efficient and productive business operations.

5. Education and Training: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and provision of education and training services, and related learning support services.
6. Finance: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to services for financial and investment planning, banking, insurance, and business financial management.
7. Government and Public Administration: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to governance, national security, [foreign service,] revenue and taxation, regulation, and management and administration at the local, State, and Federal levels.
8. Health Science: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and provision of therapeutic services, diagnostic services, support services, and biotechnology research and development.
9. Hospitality and Tourism: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the management, marketing, and operations of restaurants and other food services, lodging, attractions, recreation events, and travel-related services.
10. Human Services: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to families and human needs.
11. Information Technology: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to

the designing, developing, supporting, and managing hardware, software, multimedia, and systems integration services.

12. Law, Public Safety, Corrections, and Security: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and provision of legal services, public safety services, protective services, and homeland security, including professional and technical support services.
13. Manufacturing: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and performance of materials processing into intermediate or final products and related professional and technical support activities such as production planning and control, maintenance, and manufacturing/process engineering.
14. Marketing: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and performance of marketing activities to reach organizational objectives.
15. Science, Technology, Engineering, and Mathematics: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and provision of scientific research and professional and technical services, including laboratory and testing services, and research and development services.
16. Transportation, Distribution, and Logistics: Endorsements are authorized under this career cluster for career and technical education programs that prepare students for careers related to the planning, management, and movement of people, materials, and goods by road, pipeline, air, rail, and water, and related professional and technical

support services such as transportation infrastructure planning and management, logistics services, and mobile equipment and facility maintenance.

- (d) School districts seeking to establish a new career and technical education program for which a career and technical education endorsement does not exist shall submit to the Department a request to establish a new career and technical education endorsement.

## **Subchapter 10. Additional Requirements or Exceptions to Requirements for Instructional Endorsements for Certification**

### 6A:9B-10.1 General provisions

[This subchapter includes requirements in] **In** addition to the requirements [in] **at** N.J.A.C. 6A:9B-8 and 9, **this subchapter includes requirements** for the instructional endorsement, including specific coursework required for **educator preparation** programs [leading] **that lead** to an endorsement in any subject referenced in this subchapter and **that are** approved pursuant to N.J.A.C. 6A:9A.

### 6A:9B-10.2 Elementary school (K-6)

- (a) **A candidate for the elementary school (K-6) endorsement shall complete all of the certification requirements at N.J.A.C. 6A:9B-8 and 9, with the exception of N.J.A.C. 6A:9B-9.1(a)1.**

[(a)] (b) [To meet the endorsement requirements at N.J.A.C. 6A:9B-9.1(a)1iii, the] **A** candidate for the elementary school (K-6) endorsement **also shall complete:**

1. [Complete a] **A liberal arts, science, dual-content, or interdisciplinary academic major; or**
2. [Complete a] **A minimum of 60 semester-hour credits in liberal arts and/or science, as documented on a transcript from [a regionally] an accredited college or university for a candidate who begins a CEAS education preparation program on or before August 31, 2025.**

- i. A candidate who enters a CEAS educator preparation program on or after September 1, 2025, shall complete a minimum of 30 semester-hour credits in core-content subject areas, including English, mathematics, social studies/history, and/or science, as documented on a transcript from an accredited college or university.
- (c) A candidate who enters an educator preparation program for a CEAS with an elementary school (K-6) endorsement, on or after September 1, 2025, shall complete either (b)1 or (b)2i above and at least 30 credits, as documented on a transcript from an accredited college or university, in the following coursework and/or clinical experiences:
  - 1. Six to nine credits or equivalent that focus on developing the pedagogical content knowledge for teaching mathematics to elementary students and that shall focus on the following:
    - i. Cognitively guided mathematics instruction;
    - ii. Assessment of, and remediation for, difficulties in mathematics;
    - iii. The use of mathematical practices in instruction;
    - iv. Building the underlying mathematical conceptual knowledge of educators; and
    - v. The integration of literacy skills in mathematics.
  - 2. Nine to 12 credits, or equivalent, that focus on developing the pedagogical content knowledge for teaching reading and literacy to elementary students and that shall focus on the following:
    - i. Developing the pedagogical content knowledge and conceptual framework for teaching early literacy skills or foundational reading skills, including, but not limited to, phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;
    - ii. Strategies for teaching reading comprehension, writing, speaking, and listening to elementary students; and



- iii. **Multicultural, multilingual, and diverse literature.**
- 3. **Coursework that focuses on developing the pedagogical content knowledge for teaching science and social studies to elementary students that shall place an emphasis on the integration of literacy skills in science and social studies.**
- (d) **A holder of a CE with an elementary school (K-6) endorsement who begins teaching under a provisional certificate on or after September 1, 2025, shall complete a Department-approved New Jersey college or university program pursuant to (c)1, 2, and 3 above.**

6A:9B-10.3 Health and physical education **and physical education**

- (a) To meet the endorsement requirements [in] **at N.J.A.C. 6A:9B-9.1(a)1iii**, the candidate for the health and physical education endorsement shall complete:
  - 1. A 30-credit coherent sequence of courses in health and a minimum of 15 credits in physical education. The study of individual[, dual,] and team sports **and adaptive physical education** shall be included in the physical education credits; or
  - 2. A 30-credit coherent sequence of courses in physical education and a minimum of 15 credits in health. The study of individual[, dual,] and team sports **and adaptive physical education** shall be included in the physical education credits.
- (b) **To meet the endorsement requirements at N.J.A.C. 6A:9B-9.1(a)1iii, the candidate for the physical education endorsement shall complete:**
  - 1. **A 30-credit coherent sequence of courses in physical education. The study of individual and team sports and adaptive physical education shall be included in the physical education credits.**

6A:9B-10.4 [Physical science] **Science**

- (a) To meet the endorsement requirements [in] **at N.J.A.C. 6A:9B-9.1(a)1iii**, the candidate for the physical science endorsement shall complete:

1. A 30-credit coherent sequence of courses in physics and a minimum of 15 credits in chemistry; or
  2. A 30-credit coherent sequence of courses in chemistry and a minimum of 15 credits in physics.
- (b) Candidates holding a CEAS or standard certificate with a science endorsement seeking an additional CEAS or standard certificate with a science endorsement shall:**
1. **Complete 15 credits in the corresponding content area with six credits at the advanced level; and**
  2. **Pass the State test of subject matter knowledge.**
    - i. **GPA flexibilities pursuant to N.J.A.C. 6A:9B-8.2(c) and 8.3(b) shall not apply.**

6A:9B-10.5 World languages

- (a) In addition to the endorsement requirements [in] **at** N.J.A.C. [6A:9] **6A:9B-9.1(a)1iii**, [to be eligible for the world language endorsement,] the candidate shall **meet the following criteria to be eligible for the world language endorsement:**
1. Possess linguistic competency in the designated world language as demonstrated on a Department-approved, nationally recognized test of oral language proficiency for spoken language, reading/writing proficiency for classical languages or receptive/expressive proficiency for American Sign Language; and
  2. Complete a minimum of three semester-hour credits in second language acquisition theory and related methodologies offered by [a regionally] **an** accredited college or university within 12 months of initial assignment. No CEAS or standard world languages certificate shall be issued until this requirement is completed.
- (b) Elementary school teachers, preschool through grade three teachers, and preschool teachers who teach world languages more than half-time and complete the requirements [in] **at** (a) above shall be authorized to teach world languages in the grade levels authorized by their

endorsement. Elementary school teachers, preschool through grade three teachers, and preschool teachers who teach world languages half-time or less shall be authorized to teach world languages in the grade levels authorized by their endorsement upon demonstrating linguistic competency in the designated world language [as demonstrated] on a Department-approved, nationally recognized test of oral language proficiency for spoken language or receptive/expressive proficiency for American Sign Language.

[(c) A candidate who matriculated and enrolled in classes in a world language educator preparation program no later than spring semester 2005 and who met the requirements in N.J.A.C. 6A:9B-10.2 and completed the program by September 1, 2007, shall not be required to complete the linguistic competency requirement outlined in(a)1 above.

1. A candidate who meets the requirements in this section but applies to the Office after March 1, 2008, shall be required to complete the linguistic competency requirement.]

#### 6A:9B-10.6 Technology education

(a) To meet the endorsement requirements [established in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, a candidate for the technology education endorsement shall complete study in the following technology, engineering, and design subjects:

1. The nature of technology or technology and society;
2. Technological design;
3. The use of tools and materials, and safety related to using tools and materials; and
4. Three of the following seven technologies:
  - i. Medical;
  - ii. Agricultural and related biotechnologies;
  - iii. Energy and power;
  - iv. Information and communication;
  - v. Transportation;

- vi. Manufacturing; and/or
  - vii. Construction.
- (b) Holders of New Jersey industrial arts endorsements or their equivalent who are employed [in] **by** a school district prior to April 23, 2004, [teaching] **to teach** technology education as defined [in] **at** N.J.A.C. 6A:9B-9.3(a)8 shall be issued the technology education endorsement upon application to the Office.
- (c) Holders of New Jersey industrial arts endorsements or their equivalent who do not meet the requirements [in] **at** (b) above shall be eligible for the technology education endorsement upon completion of the State test requirement and submission of an application to the Office.

#### 6A:9B-10.7 Art

- (a) To meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, a candidate for the art endorsement[,] shall:
- 1. Present studio experience in each of the following required areas of study:
    - i. Drawing;
    - ii. Painting; and
    - iii. Sculpture and/or ceramics; or
  - 2. Complete a major in fine arts.

#### [6A:9B-10.8 Speech arts and dramatics]

- [(a) To meet the endorsement requirements in N.J.A.C. 6A:9B-9.1(a)1iii, a candidate for the speech arts and dramatics endorsement shall complete:
- 1. A 30-credit coherent sequence of courses in speech arts and a minimum of 15 credits in theater; or

2. A 30-credit coherent sequence of courses in theater and a minimum of 15 credits in speech arts.]

6A:9B-[10.9]**10.8** Social studies

- (a) To meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, a candidate for the social studies endorsement shall complete a minimum of 15 semester-hour credits in history, including a minimum of:

1. One course in American history; and
2. One course in world history.

6A:9B-[10.10]**10.9** Family and consumer sciences

- (a) [To] **As part of the minimum 30 credits in the content area needed to** meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, [as part of the minimum 30 credits in the content area,] a candidate for the family and consumer sciences endorsement shall complete study in the following required areas:

1. Child and family development, care/human development, and related careers;
2. Food preparation, nutrition and food science, and related careers;
3. Apparel/construction, textiles, interiors/housing and environments, and related careers; and
4. Personal and family financial/resource management, and related careers.

6A:9B-[10.11]**10.10** Comprehensive business

- (a) [To] **As part of the minimum 30 credits in content area needed to** meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, [as part of the minimum 30 credits in the content area,] a candidate for the comprehensive business endorsement shall complete at a two- or four-year regionally accredited college or university:

1. [Twelve] **Six** semester-hour credits in [bookkeeping or] accounting;

2. At least one course in business law;
3. At least one course in economics;
4. At least one course in finance; and
5. At least one course in computer applications.

6A:9B-[10.12]**10.11** Computer applications and business-related information technology

(a) [To] **As part of the minimum 30 credits in content area needed to** meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)liii, [as part of the minimum 30 credits in the content area,] a candidate for the computer applications and business-related information technology endorsement shall complete at a two- or four-year regionally accredited college or university at least 12 semester-hour credits in any of the following areas:

1. Management information systems;
2. Business-related computer classes;
3. Database concepts for business;
4. Information management;
5. Decision support systems for business;
6. Computer management;
7. Systems analysis;
8. Computer networks in business;
9. Database development for business;
10. Business computer programming; and
11. Computer science.

6A:9B-[10.13]**10.12** Finance, economics, and law

(a) [To] **As part of the minimum 30 credits in content area needed to** meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, [as part of the minimum 30 credits in the content area,] a candidate for the finance, economics, and law endorsement shall complete at a two- or four-year [regionally] accredited college or university:

1. At least six semester-hour credits in economics;
2. At least three semester-hour credits in finance; and
3. At least three semester-hour credits in business law.

6A:9B-[10.14]**10.13** Keyboarding and data entry

To meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, a candidate for the keyboarding and data entry endorsement shall complete at a two- or four-year [regionally] accredited college or university a course in keyboarding and/or word processing applications.

6A:9B-[10.15]**10.14** Office administration and office systems technology

(a) [To] **As part of the minimum 30 credits in content area needed to** meet the endorsement requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1iii, [as part of the minimum 30 credits in the content area], a candidate for the office administration and office systems technology endorsement shall complete at a two- or four-year [regionally] accredited college or university at least 12 semester-hour credits in any of the following areas:

1. Managing office systems or office systems administration;
2. Keyboarding or word processing;
3. Business communications; or
4. Business-related programs/software.

[6A:9B-10.16 Individuals enrolled in degree programs prior to January 7, 2008

A candidate who matriculates and enrolls in a State-approved educator preparation program in accordance with the applicable subsection of N.J.A.C. 6A:9B-10.6 through 10.10, on or after January 7, 2009, shall be required to complete all requirements of the applicable subsection above effective as of January 7, 2008. A candidate who is matriculated and enrolled in an out-of-State approved educator preparation program in accordance with the applicable section of N.J.A.C. 6A:9B-10.6 through 10.10, prior to January 7, 2009, and applied to the Office for certification no later than January 7, 2010, shall complete all requirements under former N.J.A.C. 6A:9B-8.2, as effective January 6, 2008. A candidate who did not apply to the Office for certification by January 7, 2010, shall fulfill the applicable requirements under N.J.A.C. 6A:9B-10.6 through 10.10 in this section.]

#### **6A:9B-10.15 Computer science**

- (a) To be eligible for the computer science endorsement, candidates holding a standard instructional certificate in another endorsement area shall:**
  - 1. Complete 15 credit hours of computer science coursework; and**
  - 2. Pass the appropriate State test of computer science content knowledge.**
- (b) To be eligible for a standard instructional certificate in computer science, candidates shall complete all certificate requirements at N.J.A.C. 6A:9B-8 and the endorsement requirements at N.J.A.C. 6A:9B-9.**
- (c) Candidates who hold standard certificates and teach computer science as of September 1, 2024, shall be eligible for the computer science endorsement if the candidates:**
  - 1. Have received two effective or highly effective ratings in teaching computer science within the last four years; and**
  - 2. Pass the appropriate State test of computer science content knowledge.**
- (d) All candidates for the computer science endorsement pursuant to (a) and (b) above shall complete, or have completed, a minimum of three semester-hour credits, or equivalent, in**



**a methods of teaching computer science course offered by an accredited college or university within 12 months of the initial computer science teaching assignment.**

- 1. The methods course may be included in the 15 credit hours of computer science coursework pursuant to (a)1 above or the 30 credit hours required to fulfill endorsement requirements pursuant to N.J.A.C. 6A:9B-9.1(a)1iii.**

Subchapter 11. Additional Requirements or Exceptions to Requirements for Instructional  
Certification with Special Endorsements

6A:9B-11.1 General provisions

This subchapter includes additional requirements, or exceptions to the requirements, for the instructional [certification] **certificate** with special endorsements. [and] **The subchapter also** includes specific coursework required for **educator preparation** programs [leading] **that lead** to an endorsement in any subject covered in this subchapter and **that are** approved pursuant to N.J.A.C. 6A:9A.

6A:9B-11.2 Preschool through grade three

- (a) Candidates for the preschool through grade three endorsement shall complete all certification requirements [pursuant to] **at** N.J.A.C. 6A:9B-8[, including] **and** the endorsement requirements [pursuant to] **at** N.J.A.C. 6A:9B-9, and:
  1. Shall be exempt from the subject course requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1 and instead **shall** complete:
    - i. A liberal arts, science, dual-content, or interdisciplinary academic major; or
    - ii. A minimum of 60 semester-hour credits in liberal arts and/or science.
  - (1) Candidates for the preschool through grade three endorsement who enter an educator preparation program on or after September 1, 2025, shall complete a minimum of 30 semester-**

**hour credits in core-content subject areas, including English, mathematics, social studies/history, and/or science.**

2. **For candidates seeking a CEAS with a preschool through grade three endorsement, who enter an educator preparation program on or before August 31, 2025, shall complete the requirements at (a)1 above and a preschool through grade three educator preparation program at an accredited college or university; and**
  - i. **CEAS candidates who enter a preschool through grade three educator preparation program on or after September 1, 2025, shall complete the requirements at (b) below.**
- [2.] 3. [Effective academic year 2017-2018, provisional] **Provisional** teachers holding a CE with a preschool through grade three endorsement shall choose to complete either 350 hours of formal instruction, pursuant to N.J.A.C. 6A:9A-5.4(a)1, or 24 semester-hour credits of preschool through grade three pedagogy at a Department-approved New Jersey college or university program. Instruction through either choice shall include:
  - i. Child development and learning, including studies designed to foster understanding of the dynamic continuum of development and learning in children from birth through age eight. Required topics are cognitive and linguistic factors that affect learning and development; the creation of a climate that fosters and nurtures diversity and [equity] **equitable opportunities** for all children, including [those] **children** who are limited English proficient and [those] **children** with [special needs] **disabilities**, and that addresses multiple intelligences and diverse learning styles; the integration of play; and language and literacy across the curriculum;

- ii. Understanding family and community, including studies designed to foster an understanding of the significant roles of families and communities.  
Required topics are the recognition of children at risk; the establishment of linkages with community resources to support families; the recognition and acceptance of diverse family units, including family participation on the educational team; the impact of children's homes, communities, health, and cultural experiences on development and learning; and comprehension of social, historical, political, legal, and philosophical constructs that impact upon children, families, and communities; and
- iii. Curriculum and assessment, including studies designed to foster an understanding of the importance of implementing developmentally appropriate principles and practices. Required topics include the NJSL and early childhood **program** expectations; responsiveness to cultural and linguistic differences with an equitable and individualized focus; activities designed to foster intellectual stimulation through play; implementation of developmentally appropriate techniques of guidance and group management to create a safe classroom environment; and assessment that is multidimensional, ongoing, and performance based[; and].

[3. Provisional teachers holding a CE with a preschool through grade three endorsement who enter a CE educator preparation program prior to academic year 2017-2018 shall complete either 200 hours of formal instruction, pursuant to N.J.A.C. 6A:9A-5.4(b), or 13 semester-hour credits of preschool through grade three pedagogy at a Department-approved New Jersey college or university program. Instruction through either option shall include the topics listed in (a)2i through iii above.]

**(b) Candidates seeking a CEAS with a preschool through grade three endorsement who enter an educator preparation program on or after September 1, 2025, shall complete the**

requirements at (a)1 above and a preschool through grade three educator preparation program that includes at least 30 credits as documented on a transcript from an accredited college or university in the following coursework and/or clinical experiences:

1. Six to nine credits, or equivalent, that focus on developing the pedagogical content knowledge for teaching mathematics to preschool and elementary students and that shall focus on the following:
  - i. Cognitively guided mathematic instruction;
  - ii. Assessment of, and remediation for, difficulties in mathematics;
  - iii. The use of mathematical practices in instruction;
  - iv. Building the underlying mathematical conceptual knowledge of educators; and
  - v. The integration of literacy skills in mathematics;
2. Twelve to 15 credits, or equivalent, that focus on developing the pedagogical content knowledge for teaching reading and literacy to preschool and elementary students. The courses shall include the following:
  - a. Developing the pedagogical content knowledge and conceptual framework for teaching early literacy skills or foundational reading skills, including, but not limited to, phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;
  - b. Strategies for teaching reading comprehension, writing, speaking, and listening to preschool and early elementary students;
  - c. Multicultural, multilingual, and diverse literature;
  - d. Assessment for, and planning of, remedial instruction to address reading problems for early and emergent readers, and assessment and screening of early reading difficulties; and

- e. **Foundations of speech language development, including screening and support of students with speech/language, articulation, and communication disorders;**
- 3. **Coursework that focuses on developing the pedagogical content knowledge for teaching science and social studies to preschool and elementary students and that emphasizes the integration of literacy skills in science and social studies;**
- 4. **Coursework that addresses child development and learning, including studies designed to foster understanding of the dynamic continuum of development and learning in children from birth through age eight. The coursework shall include:**
  - i. **Cognitive and linguistic factors that affect learning and development;**
  - ii. **The creation of a climate that fosters and nurtures diversity and equitable opportunities for all children, including children who are multilingual learners and children with disabilities, and that addresses multiple intelligences and diverse learning styles;**
  - iii. **The integration of play; and**
  - iv. **Language and literacy across the curriculum;**
- 5. **Coursework that addresses understanding family and community, including studies designed to foster an understanding of the significant roles of families and communities. The coursework shall include:**
  - i. **Recognition of children at risk;**
  - ii. **The establishment of linkages with community resources to support families;**
  - iii. **The recognition and acceptance of diverse family units, including family participation in their child's education;**
  - iv. **The impact of children's homes, communities, health, and cultural experiences on development and learning; and**

- v. **Comprehension of social, historical, political, legal, and philosophical constructs that impact children, families, and communities; and**
- 6. **Coursework that addresses curriculum and assessment, including studies designed to foster an understanding of the importance of implementing developmentally appropriate principles and practices. The coursework shall include:**
  - i. **The NJSLS and the New Jersey Preschool Teaching and Learning Standards;**
  - ii. **Understanding cultural and linguistic differences with an equitable and individualized focus;**
  - iii. **Activities designed to foster intellectual stimulation through play;**
  - iv. **Implementation of developmentally appropriate techniques of guidance and group management to create a safe classroom environment; and**
  - v. **Assessment that is multi-dimensional, ongoing, and performance based.**
- (c) **A provisional teacher holding a CE with a preschool through grade three endorsement who begins teaching provisionally on or after September 1, 2025, shall complete a Department-approved New Jersey college or university program pursuant to (b) above.**
- [(b)] (d) A teacher holding a standard elementary school endorsement valid in preschool through grade eight issued no later than March 1, 2008, with the equivalent of two academic years of full-time experience teaching three- and four-year-olds under the certificate may teach children in preschool in a public school or a Department of Children and Families facility. The teaching experience shall be in a position that would require the preschool through grade three endorsement. [It shall be the responsibility of the] **Teachers meeting this criteria shall present documentation that supports the preschool teaching experience when newly employed in a school district or a Department of Children and Families facility. The school district or the Department of Children and**

Families facility [to] **shall** maintain a copy of **the** documentation that supports the preschool teaching experience [for each teacher affected by this subsection].

- [(c)] (e) A standard certificate with a preschool through grade three endorsement authorizes the holder to teach [in] preschool [and kindergarten] **through third grade** in all school districts pursuant to N.J.A.C. 6A:9B-9.3(b)4.

#### 6A:9B-11.3 Career and technical education

- (a) Candidates for the instructional certificate in a career and technical education endorsement shall complete:

1. CEAS requirements [pursuant to] **at** N.J.A.C. 6A:9B-8.2[;
- 2.] **or** CE requirements [pursuant to] **at** N.J.A.C. 6A:9B-8.3, except:
  - i. Candidates do not need to complete the basic skills requirement pursuant to N.J.A.C. 6A:9B-8.3(a)5 prior to obtaining a CE; and
  - ii. Candidates shall complete either the experience-based or degree-based requirements [pursuant to] **at** (b) below;
- [3.] **2.** Provisional requirements [pursuant to] **at** N.J.A.C. 6A:9B-8.4; and
- [4.] **3.** Requirements for the renewal of the provisional certificate[, pursuant to] **at** N.J.A.C. 6A:9B-8.5[,], and standard certificate requirements[, pursuant to] **at** N.J.A.C. 6A:9B-8.7. [Candidates who have not yet completed the Department-approved basic skills assessment or achieved a minimum score on an alternate assessment listed in N.J.A.C. 6A:9B-8.3(a)5 shall complete the basic skills assessment prior to becoming eligible for a standard certificate.]
  - i. **To be eligible for a standard certificate, holders of a provisional certificate with a career and technical education endorsement shall demonstrate proficiency in the use of English language and mathematics by meeting one of the following:**

- (1) **Passing the Commissioner-approved test of basic reading, writing, and mathematics skills;**
- (2) **Holding a master's or terminal degree from an accredited institution of higher education;**
- (3) **Holding an occupational license or certification or industry certificate or registration; or**
- (4) **Completing a portfolio of work products through an approved educator preparation program, as approved by the employing school district's superintendent, or the superintendent's designee.**

(b) To be eligible for the CE, the candidate shall fulfill one of the following:

1. Experience-based endorsements: All candidates for an experienced-based endorsement shall pass an examination in physiology, hygiene, and substance abuse issues, pursuant to N.J.A.C. 6A:9B-5.9. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, the candidate also shall hold [the State-issued] **an occupational license, certificate, or registration issued by the State of New Jersey or other state or national authority.** The employing school district **may** recommend for approval the candidate's experience pursuant to the **guidelines established by the Department.** Candidates shall meet one of the following requirements:
  - i. Employment experience: The candidate shall present a minimum of four years of Department-approved and documented employment experience, which will be equivalent to 8,000 hours of employment. The employment experience shall be verified by the applicant's employer(s).
  - (1) Up to three years of substantive teaching experience in the occupation, as set forth in a Commissioner-approved crosswalk,



may be used as a substitute for three of the required four years of occupational experience.

- (2) The Department will **annually review and** identify industry credentials in consultation with experts from education and business. The industry credentials may be considered equivalent to the employment experience requirement in this subparagraph.

ii. Self-employment: The candidate shall present a notarized letter from a tax preparer and/or an attorney verifying the following:

- (1) The candidate has filed State and/or Federal taxes for the self-employment using a Federal U.S. Census North American Industry Classification System (NAICS) that is appropriate for the endorsement; and
- (2) The candidate's self-employment experience meets the minimum of four years of employment experience, which will be equivalent to 8,000 hours of employment.

iii. Military experience: Candidates shall present a Military Discharge certificate (DD-214) and a Verification of Military Experience and Training (DD Form 2586) indicating military qualifications and occupational training received, which will be used by the Department to determine the extent of credit to be applied toward satisfying the employment experience requirements [pursuant to] **at** (b)1i above.

2. Degree-based endorsements using a bachelor's degree or higher: The candidate shall hold a bachelor's or an advanced degree from [a regionally] **an** accredited college(s) or university(ies) in a Department-approved subject area for the endorsement. The candidate shall pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-5.9. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational

license, certificate, or registration is required for employment in or practice of the occupation, the candidate shall also hold the State-issued occupational license, certificate, or registration.

- i. Candidates who do not possess a bachelor's or advanced degree in a Department-approved subject area for the endorsement may hold a bachelor's or advanced degree from [a regionally] **an** accredited college(s) or university(ies), and shall complete at least 30 credits in a coherent sequence of courses appropriate to the subject area for the endorsement. The 30 credits shall be obtained either from [a regionally] **an** accredited college(s) or university(ies) or from an accredited career-focused institution(s), or from a combination thereof.
  - ii. Candidates with a bachelor's degree or higher who graduate on or after September 1, 2016, with a GPA that is below 3.00 but is at least 2.50 when a GPA of 4.00 equals an A grade, and for whom no State-endorsed test is available, may meet the requirements of (b)2 above by submitting evidence of a minimum of two years (4,000 hours) of full-time employment or equivalent part-time employment, pursuant to (b)1i above.
  - iii. Candidates with a bachelor's degree or higher who graduated before September 1, 2016, with a GPA that is below 2.75, but is at least 2.50, when a GPA of 4.00 equals an A grade, and for whom no State-endorsed test is available, may meet the requirements [of] **at** (b)2 above by submitting evidence of a minimum of two years (4,000 hours) of full-time employment or equivalent part-time employment, pursuant to (b)1i above.
3. Degree-based endorsements using an associate degree: The candidate shall hold a two-year degree from [a regionally] **an** accredited college(s) or university(ies) or from an accredited career-focused institution(s) in a Department-approved subject

area for the endorsement. The candidate also shall submit evidence of a minimum of two years of eligible employment, which will be equivalent to 4,000 hours of employment, pursuant to (b)1i above. The candidate shall pass an examination in physiology, hygiene, and substance abuse issues pursuant to N.J.A.C. 6A:9B-5.9. If the candidate seeks an endorsement in a regulated occupation for which a State-issued occupational license, certificate, or registration is required for employment in or practice of the occupation, the candidate also shall hold the State-issued occupational license, certificate, or registration.

- i. Candidates who do not possess an associate degree in a Department-approved subject area for the endorsement may hold a two-year degree from an accredited institution of higher education, and shall complete at least 30 credits in a coherent sequence of courses appropriate to the subject area for the endorsement. The 30 credits shall be obtained either from [a regionally] **an** accredited college(s) or university(ies) or from an accredited career-focused institution(s), or from a combination thereof.
- ii. Candidates using an associate degree shall meet the GPA requirements set forth [in] **at** N.J.A.C. 6A:9B-8.3. The exceptions to the GPA requirements available to candidates with a bachelor's degree or higher [in] **at** (b)2ii and iii above will not be available to candidates using an associate degree.

[(c) Any school district that employs a novice teacher who has not yet passed basic-skills tests required in (a)3 above shall provide ongoing support through the novice teacher's supervisor to ensure the novice teacher's students receive appropriate feedback on basic skills for their class work. The school district also shall provide ongoing support to prepare the novice teacher to pass the basic-skills tests.]

[(d)] **(c)** Holders of standard instructional certificates with other endorsements, except as indicated [in] **at** N.J.A.C. 6A:9B-11.3 and 11.8, may obtain a career and technical

education endorsement upon completion of the experience requirement, the academic major and test requirement, or as set forth [in (f)] **at (e)** below.

[(e)] **(d)** Holders of vocational-technical instructional endorsements issued prior to January 20, 2004, [remain valid. These teachers] are authorized to teach in the career and technical education programs for which they hold endorsements. A crosswalk of these former certificates that identifies under which of the new career clusters the teacher's certificate falls is available on the Department's website.

[(f)] **(e)** 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 experiencing a shortage of CTE teachers, as identified and approved by the Department, through participation in the Department-approved CTE Teacher Bridge process.

1. This process is available only to school districts that have an approved CTE program and enter into an agreement with the Department to participate in the CTE Teacher Bridge process.
2. Candidates shall be sponsored by their employing school district and shall complete the Department-approved process, as set forth [in (f)3] **at (e)3** below and detailed in the agreement between the Department and the school district, to acquire the content and skills necessary to teach in the in-demand industry sector or occupation.
3. The Department-approved process shall include, at minimum:
  - i. Two summers spent in an industry externship for a minimum of 160 hours each summer; and
  - ii. Two school years spent co-teaching with a certified CTE teacher in the content area of the in-demand industry sector or occupation for which the candidate is seeking an endorsement. The CTE Teacher Bridge candidate shall spend at least 100 hours co-teaching during each of the two school years.

6A:9B-11.4 Teacher of students with disabilities

- (a) A candidate for a CE or CEAS with a teacher of students with disabilities endorsement shall complete the certification requirements [pursuant to] **at** N.J.A.C. 6A:9B-8[, including] **and** the endorsement requirements [pursuant to] **at** N.J.A.C. 6A:9B-9[, and the]. **The candidate also shall:**
1. Possess [or be eligible for] a CE, CEAS, or standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught;
  2. For the deaf or [hard of hearing for] **hard-of-hearing with** sign language communication endorsement, achieve an intermediate or higher score on the Sign [Communication] **Language** Proficiency Interview [(SCPI)] (**SLPI**) **or a score of three or higher on the American Sign Language Proficiency Interview (ASLPI);**
  3. Be exempt from the test of subject-matter knowledge, pursuant to N.J.A.C. 6A:9B-9.1(a)2;
  4. For CE candidates, be exempt from the subject course requirements [in] **at** N.J.A.C. 6A:9B-9.1(a)1; [and]
  5. Be exempt from the performance assessment, pursuant to N.J.A.C. 6A:9B-8.2(a)6 and 8.7(a)4[.]; **and**
  6. **Be exempt from the clinical practice requirement, pursuant to N.J.A.C. 6A:9B-8.2(b).**
- (b) A candidate for the CEAS with a teacher of students with disabilities endorsement who has met the requirements [in] **at** (a)1 above shall complete, **pursuant to N.J.A.C. 6A:9A-4**, an educator preparation program [pursuant to N.J.A.C. 6A:9A-4] **that includes a minimum of 21 credit hours in the topics at (d), (e), (g), or (h) below.** In addition to the requirements for a CEAS, a candidate for the deaf or hard-of-hearing with sign language communication endorsement shall achieve an intermediate or higher score on the [SCPI] **SLPI or a score of three or higher on the ASLPI.**

- (c) In addition to the provisional certificate requirements [set forth in] **at** N.J.A.C. 6A:9B-8.4, a candidate shall:
1. Hold a CE or CEAS with a teacher of students with disabilities endorsement [area] and the instructional endorsement required for the teaching assignment; and
  2. For holders of a CE with a teacher of students with disabilities endorsement, be enrolled at [a regionally] **an** accredited college or university in an educator preparation program that includes a [range] **minimum** of 21 [to 27] credit hours in the topics [listed in] **at** (d) [, (e),] **through** (g)[, or (h)] below.
- (d) Provisional teachers [with] **who hold** a CE [in] **with a** teacher of students with disabilities endorsement shall complete the requirements for a standard [certification] **certificate**, pursuant to N.J.A.C. 6A:9B-8.7, except as provided [in] **at** (e), (g), and (h) below, and **shall**:
1. [Shall complete] **Complete**, at [a regionally] **an** accredited college or university, an educator preparation program that includes a [range] **minimum** of 21 [to 27] credit hours of formal instruction in the following topics:
    - i. Philosophical, historical, and legal foundations of special education;
    - ii. Characteristics of students with disabilities;
    - iii. Standardized and functional assessment;
    - iv. Strategies for the development of literacy;
    - v. Curriculum planning, learning environments, modifications, and materials for students with disabilities;
    - vi. Inclusive education practices, positive behavioral supports, communication, and collaborative partnerships;
    - vii. Assistive technology; [and]
    - viii. Transition planning, program development, and agencies available for students with disabilities; **and**
    - ix. **Autism spectrum disorders;**

2. [If] **Complete, if** the provisional teacher [with the CE with a teacher of students with disabilities endorsement] holds a CE [in] **with** the instructional endorsement required for the teaching assignment pursuant to (c)1 above, [then the provisional teacher shall complete] the courses required [in] **at** (d)1 above prior to, or concurrently with, the formal instructional requirements of the CE educator preparation program required for the standard certificate [in] **at** N.J.A.C. 6A:9B-8.7; and
  3. Be exempt from the performance assessment **requirement**, pursuant to N.J.A.C. 6A:9B-8.7(a)4.
- (e) While teaching under a provisional certificate with a blind or visually impaired endorsement, [the] **a candidate for a standard certificate** shall [complete the following requirements for a standard certificate]:
1. [An] **Complete, at an accredited college or university, an** educator preparation program [at a regionally accredited college or university] that includes a [range] **minimum** of 21 [to 27] credit hours of formal instruction in the following topics:
    - i. Philosophical, historical, and legal issues in the education of students who are blind/visually impaired;
    - ii. Anatomy, physiology, and characteristics of students who are blind/visually impaired;
    - iii. Standardized and functional assessment of students who are blind/visually impaired;
    - iv. Strategies and materials for developing literacy and numeracy skills in students who are blind or visually impaired including Braille and Nemeth codes;
    - v. Curriculum planning, learning environments, modifications, and materials for students who are blind/visually impaired;
    - vi. Inclusive education practices, positive behavioral supports, communication, and collaborative partnerships;

- vii. Assistive technology and augmentative communication systems for students who are blind or visually impaired;
- viii. Orientation and mobility concepts and techniques; and
- ix. Transition planning, program services, and agencies available for students who are blind/visually impaired; **and**

2. [If] **Complete the courses at (e)1 above prior to, or concurrently with, the formal instructional requirements of the CE educator preparation program required for the standard certificate at N.J.A.C. 6A:9B-8.7, if the provisional teacher with the CE with a blind or visually impaired endorsement holds a CE in the instructional endorsement required for the teaching assignment [pursuant to (c)1 above, then the provisional teacher shall complete the courses required in (c)1 above prior to or concurrently with the formal instructional requirements of the CE educator preparation program required for the standard certificate in N.J.A.C. 6A:9B-8.7; and].**

- [3. Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B- 8.7(a)4.]

- (f) While teaching under a provisional certificate with a deaf or hard-of-hearing with oral/aural communication endorsement, [the] **a candidate for a standard certificate** shall [complete the following requirements for a standard certificate]:

1. [An] **Complete, at an accredited college or university, an** educator preparation program [at a regionally accredited college or university] that includes a [range] **minimum** of 21 [to 27] credit hours of formal instruction in the following topics:
  - i. Philosophical, historical, and legal issues in the education of students who are deaf/hard of hearing;
  - ii. Characteristics of students who are deaf/hard of hearing;
  - iii. Standardized and functional assessment of students who are deaf/hard of hearing;



- iv. Strategies for the development of language and literacy of students who are deaf/hard of hearing;
- v. Curriculum planning, learning environments, modifications, and materials for students who are deaf/hard of hearing;
- vi. Inclusive education practices, positive behavioral supports, communication, and collaborative partnerships;
- vii. Speech, applied audiology, assistive listening devices and assistive technology;
- viii. American Sign Language, deaf culture, and communication philosophies; and
- ix. Transition planning, program services, and agencies available for students who are [deaf/hard of hearing] **deaf or hard-of-hearing; and**

2. [If] **Complete the courses at (f)1 above prior to, or concurrently with, the formal instructional requirements of the CE educator preparation program required for the standard certificate at N.J.A.C. 6A:9B-8.7, if the provisional teacher with the CE with a deaf or hard-of-hearing with oral/aural communication endorsement holds a CE in the instructional endorsement required for the teaching assignment [pursuant to (c)1 above, then the provisional teacher shall complete the courses required in (f)1 above prior to, or concurrently with the formal instructional requirements of the CE educator preparation program required to be completed for the standard certificate in N.J.A.C. 6A:9B-8.7; and].**

[3. Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B-8.7(a)4.]

(g) While teaching under a provisional certificate with a deaf or hard-of-hearing with sign language communication endorsement, [the] **a candidate for a standard certificate** shall [complete the following requirements for a standard certificate]:

- 1. [An] **Complete, at an accredited college or university, an** education preparation program [at a regionally accredited college or university] that includes a [range] **minimum** of 21 [to 27] credit hours of formal instruction in the following topics:

- i. Philosophical, historical, and legal issues in the education of students who are deaf/hard of hearing;
  - ii. Characteristics of students who are deaf/hard of hearing;
  - iii. Standardized and functional assessment of students who are deaf/hard of hearing;
  - iv. Strategies for the development of language and literacy of students who are deaf/hard of hearing;
  - v. Curriculum planning, learning environments, modifications, and materials for students who are deaf/hard of hearing;
  - vi. Inclusive education practices, positive behavioral supports, communication, and collaborative partnerships;
  - vii. Speech, applied audiology, assistive listening devices, and assistive technology;
  - viii. American Sign Language, deaf culture, and communication philosophies; and
  - ix. Transition planning, program services, and agencies available for students who are deaf/hard of hearing;
2. **[If] Complete the courses at (g)1 above prior to, or concurrently with, the formal instructional requirements of the CE educator preparation program required for the standard certificate at N.J.A.C. 6A:9B-8.7, if the provisional teacher with the CE with a deaf or hard-of-hearing with sign language communication endorsement holds a CE in the instructional endorsement required for the teaching assignment [pursuant to (c)1 above, then the provisional teacher shall complete the courses required in (g)1 above prior to or concurrently with the formal instructional requirements of the CE educator preparation program required for the standard certificate in N.J.A.C. 6A:9B-8.7; and].**
- [3. Be exempt from the performance assessment pursuant to N.J.A.C. 6A:9B- 8.7(a)4.]
- (h) Holders of a CEAS with a teacher of students with disabilities endorsement pursuant to (b) above are not required to complete (d)2, (e)2, (f)2, or (g)2 above.

- (i) [Holders of a CEAS in students with disabilities shall not be required to complete (d)2 above.] Holders of a CEAS [in] **with a blind or partially sighted endorsement** shall not be required to complete **the requirements at (e)2** above. Holders of a CEAS with a deaf or hard-of-hearing with oral/aural communication endorsement shall not be required to complete **the requirements at (f)2** above. Holders of a CEAS [in] **with a deaf or [hard of hearing] hard-of-hearing** with sign language communication **endorsement** shall not be required to complete **the requirements at (g)2** above.
- (j) **To renew a provisional certificate with a teacher of students with disabilities endorsement, provisional certificate holders shall meet the following requirements:**
1. **Demonstrate successful completion of at least two courses per provisional period, as required of the approved educator preparation program; and**
  2. **Be rated effective or highly effective during the year of the requested renewal.**
- [(j)] (k) No [person] **holder of a provisional certificate** shall be employed [under provisional certification] for more than six years in a position requiring certification as a teacher of students with disabilities.
- [(k)] (l) The special education pedagogy **required at (e), (f), and (g) above** shall be completed at [a regionally] **an** accredited four-year college or university.
- [(l)] (m) Holders of standard certificates with teacher of students with disabilities endorsements shall be issued additional instructional certificates when they meet the requirements for a CE, pursuant to N.J.A.C. 6A:9B-8.2(a).
- [(m)] Except as indicated in N.J.A.C. 6A:9B-11.3 and 11.8, holders of a standard Teacher of the Handicapped certificate may obtain additional instructional endorsements upon completion of the academic and test requirements listed in N.J.A.C. 6A:9B-8.2 and upon presentation of an original letter from a school official documenting a minimum of one year of experience teaching students with disabilities under a Teacher of the Handicapped endorsement.]

6A:9B-11.5 Bilingual/bicultural education

- (a) A candidate for the bilingual/bicultural endorsement shall complete the certification requirements [pursuant to] **at** N.J.A.C. 6A:9B-8[, including] **and** the endorsement requirements [pursuant in] **at** N.J.A.C. 6A:9B-9[, except the]. **The** candidate shall **also**:
1. Possess, or be eligible for, a CE, CEAS, or standard New Jersey instructional certificate with an endorsement appropriate to the subject or grade level to be taught;
  2. Meet the test of [subject matter] **subject-matter** knowledge requirement [in] **at** N.J.A.C. 6A:9B-9.1(a)2 by demonstrating:
    - i. Oral and writing competence in English by:
      - (1) Passing a Department-approved, nationally recognized test of oral and written proficiency in English; or
      - (2) Passing **a Department-approved, nationally recognized test to demonstrate oral proficiency and passing the Commissioner-approved test of basic reading, writing, and mathematics** skills [assessment], pursuant to N.J.A.C. 6A:9B-[8.1(a)2 and 3]**8.3(a)5**, to demonstrate writing proficiency [and passing a Department-approved, nationally recognized test to demonstrate oral proficiency]; and
    - ii. Oral and writing competence in the target language by:
      - (1) Passing a Department-approved, nationally recognized test of oral and written proficiency in the target language; or
      - (2) Establishing [him or herself] **the candidate** as a speaker of the target language who was primarily educated at the undergraduate or graduate level in that language;
  3. For CE candidates with a bilingual/bicultural education endorsement, be exempt from the subject course requirements [pursuant to] **at** N.J.A.C. 6A:9B-9.1(a)1;

4. For CEAS candidates with a bilingual/bicultural endorsement, complete the requirements [in] **at** (a)1 above and a program at [a regionally] **an** accredited college or university for the preparation of teachers of bilingual/bicultural education; and
  5. Be exempt from the performance assessment [pursuant to] **requirements at** N.J.A.C. 6A:9B-8.2(a)6 and 8.7(a)4.
- (b) While teaching under **a** provisional [certification] **certificate**, a holder of the CE [in] **with** **a** bilingual/bicultural education **endorsement** shall [complete the following requirements for a standard certificate]:
1. [A] **Complete a** Department-approved New Jersey college or university educator preparation program that includes 12 credit hours of formal instruction in the following topics:
    - i. Linguistics;
    - ii. Language acquisition;
    - iii. Developing literacy skills for the second language learner;
    - iv. Methods of teaching content in bilingual education; and
    - v. Theory and practice of teaching bilingual education[.]; **and**
  2. [If] **Complete the courses at (b)1 above prior to, or concurrently with, the formal instructional requirements of the CE educator preparation program required for the standard certificate in N.J.A.C. 6A:9B-8.7, if the provisional teacher with the CE in the bilingual/bicultural endorsement holds a CE [in] with the instructional endorsement required for the teaching assignment [pursuant to (a)1 above, then the provisional teacher shall complete the courses required in (b)1 above prior to or concurrently with the formal instructional requirements of the CE educator preparation program required to be completed for the standard certificate in N.J.A.C. 6A:9B-8.7].**

6A:9B-11.6 English as a second language

- (a) A candidate for the English as a second language (ESL) endorsement shall complete all certification requirements [pursuant to] **at** N.J.A.C. 6A:9B-8[, including] **and** the endorsement requirements [pursuant to] **at** N.J.A.C. 6A:9B-9[, except the]. **The** candidate shall **also**:
1. Be exempt from the endorsement course requirements [pursuant to] **at** N.J.A.C. 6A:9B-8.3(a)4 while teaching [on the] **under a** provisional certificate [if] **and** enrolled in an CE educator preparation program; and
  2. Meet the test of [subject matter] **subject-matter** knowledge requirement [in] **at** N.J.A.C. 6A:9B-9.1(a)2 by demonstrating oral and writing competence in English by:
    - i. Passing a Department-approved, nationally recognized test of oral and written proficiency in English; or
    - ii. Passing **a Department-approved, nationally recognized test to demonstrate oral proficiency and meeting** the basic skills [assessment] **requirement** pursuant to N.J.A.C. 6A:9B-[8.1(a)2 and 3]**8.3(a)5**, to demonstrate writing proficiency [and passing a Department-approved, nationally recognized test to demonstrate oral proficiency].
- (b) Provisional teachers [with] **holding** a CE [in] **with an** English as a second language **endorsement** shall complete the requirements for a standard certificate pursuant to N.J.A.C. 6A:9B-8.7, [except the provisional teachers] **and** shall complete, at a Department-approved New Jersey college or university, an educator preparation program that includes a [range] **minimum** of 15 [to 21] credit hours of formal instruction in the topics [in] **at** (b)1 through 7 below. This requirement shall not apply to provisional teachers who hold a CEAS pursuant to N.J.A.C. 6A:9B-10.2.
1. The historical and cultural backgrounds of limited English proficient students;
  2. Linguistics;

3. Language acquisition;
  4. The structure of American English;
  5. Developing literacy skills for the second language learner;
  6. Methods of teaching ESL, including teaching English through content; and
  7. Theory and practice of teaching ESL.
- (c) **No holder of a provisional certificate shall be employed for more than six years in a position requiring an English as a second language endorsement, except as set forth at N.J.A.C. 6A:9B-8.5(c).**

6A:9B-11.7 Driver education

- (a) [To be eligible] **A candidate** for the CEAS or standard certificate with a driver education endorsement[, the candidate] shall be exempt from the requirements [in] **at N.J.A.C. 6A:9B-9.1(a).** [and instead] **A candidate for the CEAS or standard certificate with a driver education endorsement** shall:
1. Hold a CEAS or standard [New Jersey] **certificate with an** instructional endorsement in health or in health and physical education;
  2. Hold a valid New Jersey or out-of-State driver's license. Candidates shall submit an official driving record/abstract from the state in which they are currently licensed to demonstrate the possession of a valid driver's license;
  3. Document three consecutive years of **successful** automobile driving experience immediately prior to application by submitting a notarized statement; and
  4. Complete a course in driver education at [a regionally] **an** accredited college or university.
- (b) Pursuant to N.J.S.A. 18A:26-2, holders of a driving instructor license issued by the New Jersey Motor Vehicle Commission who do not hold the driver education endorsement issued by the Department may provide only behind-the-wheel driver education in public schools, and shall not provide classroom instruction in driver education.

#### 6A:9B-11.8 Military science

- (a) To be eligible for the standard certificate with a military science endorsement, the candidate shall:
  - 1. Document 20 years of military service; and
  - 2. Hold valid certification authorizing employment as a military science instructor from the branch of service in which the candidate served.
- (b) To retain this endorsement, the holder must maintain the military employment authorization [as set forth in] **at** (a)2 above. [It is the] **The** school district[’s responsibility to] **shall** ensure that the military science teacher maintains valid military certification pursuant to N.J.A.C. 6A:9B-5.1(b).
- (c) Holders of this endorsement shall not use it as the basis for obtaining additional endorsements. Holders may obtain additional endorsements by meeting applicable requirements [outlined] in this chapter.

#### 6A:9B-11.9 Middle school with subject matter specialization

- (a) To be eligible for the middle school with subject-matter specialization endorsement, the candidate shall:
  - 1. Hold a CE or CEAS with an elementary school or preschool through grade 12 subject-matter endorsement in accordance with N.J.A.C. 6A:9B-9.3 or hold a standard certificate with an elementary school or preschool through grade 12 subject-matter endorsement in accordance with N.J.A.C. 6A:9B-8.7;
  - 2. Complete a course in child and early adolescent development as aligned with standard two of the Professional Standards for Teachers[,], **at** N.J.A.C. 6A:9-3.3(a)2. Holders of the CE shall complete this study before issuance of the standard certificate;
  - 3. Complete 15 semester-hour credits in any one of the following NJSLs subject fields:
    - i. English language arts;
    - ii. Mathematics;



- iii. Science;
    - iv. Social studies; or
    - v. A single world language; and
  - 4. Pass the appropriate State test(s) in the content area.
- (b) To be eligible for the CE, CEAS, or standard middle school with subject matter specialization with a world languages endorsement, the candidate shall, in addition to (a) above:
- 1. Possess linguistic competency in the designated world language as demonstrated on a Department-approved, nationally recognized test of oral language proficiency for spoken language, reading/writing proficiency for classical languages or receptive/expressive proficiency for American Sign Language; and
  - 2. Complete a minimum of three semester-hour credits in second language acquisition theory and related methodologies offered by [a regionally] **an** accredited four-year college or university within 12 months of initial assignment.
    - i. No CEAS or standard **certificate with an** elementary school with specialization in a world language [certificate] **endorsement** shall be issued until [this] **the** requirement **at (b)2 above** is completed.
- (c) Holders of this endorsement may be eligible for additional middle school with subject-matter specialization endorsements in the NJSLs subject fields [identified in] **at (a)3i** through v above upon completion of the requirements [of] **at (a)3** and 4 and (b) above for each area of specialization requested.
- (d) **Holders of the middle school with subject-matter specialization endorsement in mathematics or science may be eligible for a middle school with subject-matter specialization endorsement in science, technology, engineering, and mathematics (STEM) by passing the necessary State subject-matter test in the additional content area and shall be exempt from the requirement at (a)3 above.**

1. **Holders of the middle school with subject-matter specialization endorsement in STEM shall be authorized to teach science and mathematics in grades five through eight in all public schools.**
- (e) **Holders of the middle school with subject-matter specialization endorsement in English language arts or social studies may be eligible for a middle school with subject-matter specialization endorsement in humanities by passing the necessary State subject-matter test in the additional content area and shall be exempt from the requirement at (a)3 above.**
1. **Holders of the middle school with subject-matter specialization endorsement in humanities shall be authorized to teach English language arts, social studies and related literature, and social and civic engagement courses in grades five through eight in all public schools.**

6A:9B-11.10 Swimming and water safety

- (a) To be eligible for the swimming and water safety endorsement, candidates shall hold:
1. A standard New Jersey instructional certificate;
  2. A valid Cardiopulmonary Resuscitation for Professional Rescuer Certificate issued by the American Red Cross or the [YMCA] **American Heart Association**;
  3. A valid Lifeguard Certificate issued by the American Red Cross or the YMCA; and
  4. A valid [Water Safety Instructor Certificate] **water safety/swimming instructor certificate** issued by the American Red Cross, the YMCA, or the Flotation Aided Swim Training Program (FAST Swim Program™).
- (b) The chief school administrator of the employing district board of education shall:
1. Annually notify the executive county superintendent of all teachers assigned to teach swimming and/or diving; and

2. Annually forward to the executive county superintendent copies of each valid [American Red Cross or YMCA] certificate identified [in] **at** (a)2 through 4 above for every person assigned to teach swimming and/or diving.
- (c) Any person otherwise qualified to serve as a substitute pursuant to N.J.A.C. 6A:9B-7 shall be required to hold all of the safety certificates [in] **at** (a) above to serve as a substitute for a swimming and water safety teacher.

6A:9B-11.11 Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8

- (a) To be eligible for a CE [in] **with a** Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 **endorsement**, an applicant [must] **shall** complete all of the requirements **at N.J.A.C. 6A:9B-8.3 and 10.2** for a CE [as] **with a** Teacher of Elementary School K-6 [at N.J.A.C. 6A:9B-8.3 and 10.2] **endorsement**.
- (b) To be eligible for a CEAS [as] **with a** Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 **endorsement**, the candidate shall:
  1. Meet the requirements [in] **at** (a) above;
  2. Complete one of the educator preparation program alternatives culminating in clinical practice appropriate to **the** Elementary **School** Teacher K-6 [as designated] **endorsement in accordance with** N.J.A.C. 6A:9B-8.2; and
  3. Meet the GPA and test-score requirements [designated in] **at** N.J.A.C. 6A:9B-8.2.
- (c) While being mentored under the provisional certificate, a teacher holding this endorsement:
  1. May not be assigned to more than two schools; and
  2. Shall conduct all teaching in a formal classroom environment with a minimum of eight students. The classroom environment shall approximate the experiences that novice teachers are expected to have, including, but not limited to, lesson planning, effective classroom management, instructional strategies, and incorporation of the

NJSLS and the content-based professional standards for **kindergarten through grade six (K-6)** instruction.

- (d) While teaching under a provisional endorsement, the teacher shall participate in a State-approved district training program appropriate to holders of the **elementary school (K-6)** endorsement.
- (e) Holders of the standard certificate for Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 shall not be eligible for other standard instructional certificate endorsements under N.J.A.C. 6A:9B-9.1(b) until they first complete all requirements for one other standard instructional certificate endorsement. Upon receipt of the second standard instructional endorsement, holders of the standard certificate for Teacher of Supplemental Instruction in Reading and Mathematics, Grades K-8 then shall be eligible for additional standard instructional endorsements under N.J.A.C. 6A: 9B-9.1(b).

6A:9B-11.12 Requirements for the charter school certificate of eligibility (CSCE)

- (a) All endorsements authorized in the section may be used only for employment in charter schools and do not satisfy the requirements for employment in traditional public schools.
- (b) Except as indicated [in] **at** N.J.A.C. 6A:9B-11.2 through 11.6, 11.10, and 11.11, the candidate shall do the following to be eligible for a CSCE with instructional endorsements:
  - 1. Hold a bachelor's or an advanced degree from [a regionally] **an** accredited college or university;
  - 2. Meet the GPA requirements, or its exceptions, and pass the basic skills assessment, pursuant to N.J.A.C. 6A:9B-[8.1(a)2 and 3]**8.3(a)5**; and
  - 3. Pass the appropriate State test(s) of subject-matter knowledge.
- (c) Except as indicated [in] **at** N.J.A.C. 6A:9B-11.2 through 11.6, 11.8, 11.10, and 11.11, a candidate shall do the following to be eligible for a charter school provisional certificate:
  - 1. Hold a CSCE in the endorsement area required for the teaching assignment; and

2. Obtain and accept an offer of employment in a position that requires **an** instructional [certification] **certificate**.
- (d) Except as indicated [in] **at** N.J.A.C. 6A:9B-11.2 through 11.6, 11.8, 11.10, and 11.11, the candidate shall do the following to be eligible for the charter school standard certificate in any instructional area:
1. Possess a provisional charter school certificate pursuant to [N.J.A.C. 6A:9-2] **(c) above**; and
  2. Successfully complete at least two school years at the charter school while employed provisionally in a position requiring the appropriate instructional certificate.
- (e) The charter school shall provide written recommendation for the issuance of a standard charter school certificate.

**6A:9B-11.13 Requirements for mathematics and science add-on endorsement**

- (a) **All endorsements authorized pursuant to this section shall be used only for employment in areas of mathematics and science in foundational courses in the subject area sequence.**
- (b) **To be eligible for a CE with a mathematics or science endorsement as an add-on, the candidate shall be exempt from the requirements at N.J.A.C. 6A:9B-9.1 and instead shall:**
- 1. Hold a valid New Jersey CEAS or standard instructional certificate;**
  - 2. Complete at least six of the 30 credits of appropriate coursework in the subject area as required at N.J.A.C. 6A:9B-9.1(a), 10, or 11;**
  - 3. Demonstrate at least two years of successful teaching pursuant to a valid New Jersey or out-of-State equivalent instructional teaching certificate; and**
  - 4. Be enrolled in, and recommended for a CE by an educator preparation program, pursuant to N.J.A.C. 6A:9A-5.6.**

- (c) Candidates holding and employed under a CE issued pursuant to (b) above shall be eligible for a provisional certificate issued pursuant to N.J.A.C. 6A:9B-8.4.**
- (d) Candidates holding a CE issued pursuant to (b) above shall complete all requirements for a standard certificate with a mathematics or science area endorsement pursuant to N.J.A.C. 6A:9B-9.1(a), 10, or 11, as applicable.**
- (e) To be eligible for a standard certificate with a mathematics or science endorsement, candidates holding a CE issued pursuant to (b) above shall:**

  - 1. Meet the coursework and subject matter knowledge assessment requirements for the endorsement area at N.J.A.C. 6A:9B-9.1(a);**
  - 2. Successfully complete the educator preparation program approved pursuant to N.J.A.C. 6A:9A-5.6; and**
  - 3. Be recommended for a standard certificate by the educator preparation program.**

**6A:9B-11.14 Requirements for the early college high school certificate of eligibility**

- (a) All endorsements issued pursuant to this section authorize the certificate holder to teach grades seven through 12 only in an early college high school program.**
- (b) Except as indicated at N.J.A.C. 6A:9B-11.2 through 11.6, 11.10, and 11.11, a candidate for the early college high school CE with an instructional endorsement shall meet the following requirements:**

  - 1. Hold an advanced degree from an accredited college or university in a field related to the subject area being taught;**
  - 2. Have experience teaching students at any grade level, including postsecondary; and**
  - 3. Pass the appropriate State test of subject-matter knowledge.**
- (c) Except as set forth at N.J.A.C. 6A:9B-11.2 through 11.6, 11.8, 11.10, and 11.11, a candidate for the early college high school provisional certificate in an instructional area shall meet the following requirements:**

1. **Show documentation that an early college high school intends to employ the candidate in a teaching position; and**
  2. **Enroll in the provisional teacher program pursuant to N.J.A.C. 6A:9B-8.4 and 8.6.**
- (d) Except as set forth at N.J.A.C. 6A:9B-11.2 through 11.6, 11.8, 11.10, and 11.11, a candidate for the early college high school standard certificate in any instructional area shall meet the following requirements:**
1. **Demonstrate the successful completion of at least four school years of teaching under an early college high school provisional certificate with annual summative evaluation ratings of “effective” or “highly effective” issued pursuant to N.J.A.C. 6A:10 and required at N.J.A.C. 6A:9B-8.6.**

#### Subchapter 11A. Requirements for Teacher Leader Endorsement

##### 6A:9B-11A.1 Purpose of requirements

A certificate holder with the teacher leader endorsement shall be prepared to demonstrate the Teacher Leader Model Standards, pursuant to N.J.S.A. 18A:26-2.19.f.

##### 6A:9B-11A.2 Authorization

Holders of the teacher leader endorsement are authorized to assume responsibilities that are consistent with the Teacher Leader Model Standards, pursuant to N.J.S.A. 18A:26-2.19.f.

##### 6A:9B-11A.3 Requirements

- (a) To be eligible for the teacher leader endorsement, the candidate shall meet the following requirements:**
1. **Possess a New Jersey standard instructional certificate;**
  2. **Demonstrate a minimum of four years of teaching experience under a valid New Jersey or out-of-State certificate;**

3. Demonstrate a minimum of two effective or highly effective annual summative ratings in the three most recent years under the New Jersey evaluation system or appropriate equivalent criteria in another state;
  4. Complete a program of study with a Commissioner-approved teacher leader program provider, pursuant to N.J.A.C. 6A:9A-6; and
  5. Pass a Commissioner-approved performance assessment.
- (b) A candidate who meets the requirements [in] **at** (a)1 through 5 above shall be exempt from the minimum GPA requirements [in] **at** N.J.A.C. 6A:9B-8.2.

## Subchapter 12. Requirements for Administrative Certification

### 6A:9B-12.1 Purpose of requirements

- (a) The requirements for **an** administrative [certification] **certificate** shall apply when:
1. Approving educator preparation programs for administrative and supervisory personnel;
  2. Evaluating the eligibility of candidates for **an** administrative [or supervisory certification] **certificate or an administrative certificate with a supervisor endorsement**; and
  3. Approving residency programs required of [principal and school administrator] candidates for [certification] **an administrative certificate with a principal or school administrator endorsement**.

### 6A:9B-12.2 College degrees

[All] **Except as indicated at N.J.A.C. 6A:9B-12.7, all** candidates for **an** administrative [certification, except as indicated in N.J.A.C. 6A:9B-12.7,] **certificate** shall hold a master's or higher degree from [a regionally] **an** accredited college or university.



### 6A:9B-12.3 Authorization

(a) The school administrator endorsement is required for any position that involves services as a district-level administrative officer. Such positions shall include superintendent, assistant superintendent, and director. Holders of this endorsement [are] **shall be** authorized to:

1. Provide educational leadership by directing the formulation of districtwide goals, plans, policies, and budgets, by recommending their approval by the district board of education, and by directing their districtwide implementation;
2. Recommend for approval by the district board of education all staff appointments and other personnel actions, such as terminations, suspensions, and compensation, including the appointment of school business administrators;
3. Direct school district operations and programs;
4. Supervise and evaluate building administrators and central office staff, including school business administrators;
5. Oversee the administration and supervision of school-level operations, staff, and programs; and
6. Serve as principal or supervisor as provided [in] **at** (b) and (c) below.

(b) The principal endorsement is required for any position that involves service as an administrative officer of a school or other comparable unit within a school or school district. Such positions shall include assistant superintendent for curriculum and instruction, principal, assistant principal, vice principal, director, and supervisor. Holders of this endorsement [are] **shall be** authorized to:

1. Provide educational leadership by directing the formulation of goals, plans, policies, budgets, and personnel actions of the school or other comparable unit, by recommending them to the chief district administrator, and by directing their implementation in the school or other comparable unit;
2. Direct and supervise all school operations and programs;

3. Evaluate school staff, including teaching staff members; and
  4. Direct the activities of school-level supervisors.
- (c) The supervisor endorsement is required for both supervisors of instruction and athletic directors who do not hold a standard principal's endorsement. The supervisor shall have the authority and responsibility for the continuing direction, evaluation, and guidance of teaching staff members.
1. Effective January 1, 2018, [this] **the supervisor** endorsement no longer shall authorize appointment as an assistant superintendent in charge of curriculum and/or instruction.
    - i. Holders of [this] **the supervisor** endorsement issued prior to January 1, 2018, shall continue to be authorized to hold a position as an assistant superintendent in charge of curriculum and/or instruction.
- (d) The school business administrator endorsement is required for the chief financial officer of a school district. Such positions shall include assistant superintendent for business, school business administrator, and assistant school business administrator. Holders of this endorsement [are] **shall be** authorized to:
1. Perform duties at the school district level in the areas of financial budget planning and administration, financial accounting and reporting, insurance/risk administration, and purchasing; and
  2. Engage in facilities planning, [construction and maintenance], personnel administration, administration of transportation and food services, and central data-processing management.

#### 6A:9B-12.4 School administrator

- (a) To be eligible for the school administrator CE, the candidate shall:
1. Complete one of the following:
    - i. Hold a master's or higher degree in educational leadership, curriculum and instruction, or one of the recognized fields of leadership or management

- from [a regionally] **an** accredited college or university; **or**
- ii. Hold a master's degree from [a regionally] **an** accredited college or university and complete a [post-master's] **graduate-level** program [resulting in a CEAS] in educational [administration and supervision] **leadership, curriculum and instruction, or one of the recognized fields of leadership or management;**
  - [iii. Hold a master's degree from a regionally accredited college or university and complete a post-master's program in a coherent sequence of 30 semester-hour credits as they appear on the institution's transcript. The study must be completed at one institution in fields outlined in (a)1i above;
  - iv. Hold a master's degree from a regionally accredited college or university and complete a Commissioner-approved certification program in educational leadership offered by a Commissioner-approved provider, pursuant to N.J.A.C. 6A:9B-12.5(k)2 and (l)2; or
  - v. Hold a master's degree in educational leadership from a nationally accredited program at an out-of-State college or university;
2. Complete a minimum of 30 graduate credits, either within the master's program or in addition to it, in the following quality components of preparation to promote student learning as set forth in the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4;]
- [3.] 2. Complete a 150-hour internship in educational leadership aligned to the Professional Standards for School Leaders [in N.J.A.C. 6A:9-3.4] and in accordance with the roles and responsibilities as a school administrator, independent of other course requirements. This internship either [must] **shall** appear on a transcript from a four-year regionally accredited college or university or must be certified by a Commissioner-approved program for preparing school administrators;

- [4.] **3.** Pass a State-approved examination [of knowledge acquired through study of the topics listed in (a)2 above,] aligned with the Professional Standards for School Leaders[, and most directly related to the functions of superintendents [as defined in] **at** N.J.A.C. 6A:9B-12.3(a); and
- [5.] **4.** Complete five years of successful educational experience in a school district, nonpublic school, or [a regionally] **an** accredited college or university.
- (b) A candidate who matriculates and enrolls in a Commissioner-approved educational leadership preparation program on or after September 1, 2008, shall be required to complete all requirements [of] **at** (a) above.
- (c) To be eligible for a provisional **certificate with a** school administrator[’s] endorsement, the candidate shall:
1. Hold a school administrator CE; and
  2. Obtain and accept an offer of employment in a position requiring the school administrator certificate in a school district that has agreed formally to sponsor the residency.
- (d) The effective date of provisional certificate issuance shall be the date on which the CE holder begins employment with the district board of education in a [certificated] **certified** position in accordance with N.J.S.A. 18A:26-2 and 18A:27-4a.
- (e) To be eligible for the standard administrative certificate with a school administrator endorsement, the candidate shall:
1. Possess a provisional certificate pursuant to (a) and [(b)] **(c)** above; and
  2. Complete a one-year Commissioner-approved residency program while employed under **a** provisional [certification] **certificate** in a school or school district. [The residency may be extended for medical or family leave if agreed upon by the Department and the employing school or school district.] However, the Commissioner is authorized to reduce or remove the residency requirement based on the candidate’s prior experience.

- (f) The Commissioner-approved program provider selected by the candidate shall implement the residency program, which shall:
- [i.] 1. Take place in a functioning school or school district;
  - [ii.] 2. Provide professional experiences, training, mentoring, instruction, and opportunities to network with other candidates and experienced school administrators[, and develop];
  - 3. **Develop** the candidate's thorough understanding of the NJSLs[;], the Professional Standards for Teachers, [in N.J.A.C. 6A:9-3.3;] and the Professional Standards for School Leaders [in N.J.A.C. 6A:9-3.4];
  - [iii.] 4. Ensure the employing school or school district, the candidate, the **Commissioner-approved** residency mentor, and the provider enter into a standard Department-issued agreement prior to the candidate starting the residency program; **and**
  - [iv.] 5. Provide a State-approved mentor who meets the requirements [in (f)] **at (g)** below [and who shall:].
    - [(1) Provide support based on an individualized mentoring plan, which takes the place of the individualized professional development plan during the residency period and is developed collaboratively by the mentor, the candidate, and the candidate's supervisor;
    - (2) Supervise and verify the candidate's completion of all required experiences and training;
    - (3) Meet with the candidate at least once a month during the residency.  
The mentor shall be available on a regular basis to provide assistance or advice upon the candidate's request;
    - (4) Provide confidential guidance and support;
    - (5) Guide the candidate through a self-assessment based on the Professional Standards for School Leaders; and

- (6) Assist the candidate in developing the required individual professional development plan for the school year following the residency period; and
- v. Ensure the individualized mentoring plan is based on the candidate's preparation, past work experience, and the unique leadership demands of the employing school or school district. Support for the candidate in the following areas shall be considered in developing the individualized plan: school or school district planning and policy formulation; district board of education operations and relations, if applicable; supervision of schoolwide or districtwide programs of curriculum, instruction, and student services; collegial management, participatory decision-making, and professional governance; the roles, supervision, and evaluation of central office staff and school principals; school or school district financial, legal, and business operations; management of district operations; school facilities; labor relations and collective bargaining; government and community relations; and school law.]

[(f)] (g) The [State] **Commissioner**-approved mentor [from the program provider] shall have a minimum of three years' experience as an effective school administrator and [shall have] been engaged in New Jersey public schools for at least three of the last five years. Prior to mentoring a candidate, the mentor shall complete a [State approved] **Department-approved** mentor training program. **The mentor shall:**

1. **Provide support based on an individualized mentoring plan, pursuant to (i) below, which shall take the place of the individualized professional development plan during the residency period and shall be developed collaboratively by the mentor, the candidate, and the candidate's supervisor;**

- 2. Supervise and verify the candidate's completion of all required experiences and training;**
- 3. Meet with the candidate at least once a month during the residency. The mentor shall be available on a regular basis to provide confidential assistance or advice upon the candidate's request;**
- 4. Guide the candidate through a self-assessment based on the Professional Standards for School Leaders;**
- 5. Assist the candidate in developing the required individual professional development plan for the school year following the residency period; and**
- 6. Act as agents of the Board of Examiners in formulating their certification recommendations, which is not subject to review or approval by district boards of education.**

**(h) The individualized mentoring plan shall be:**

- 1. Based on the candidate's preparation, past work experience, and the unique leadership demands of the employing school or school district;**
- 2. Developed to provide support in the following areas:**
  - i. School or school district planning and policy formulation;**
  - ii. District board of education operations and relations, if applicable;**
  - iii. Supervision of schoolwide or districtwide programs of curriculum, instruction, and student services;**
  - iv. Collegial management, participatory decision-making, and professional governance;**
  - v. The roles, supervision, and evaluation of central office staff and school principals;**
  - vi. School or school district financial, legal, and business operations;**

- vii. **Management of district operations, school facilities, labor relations, and collective bargaining;**
- viii. **Government and community relations; and**
- ix. **School law.**

[(g)] (i) [Each candidate for the standard administrative certificate with a school administrator endorsement] **Mentors** shall [be evaluated] formally [by the mentor on] **evaluate candidates for the school administrator endorsement** at least three [occasions for purposes of certification] **times**. [The first two evaluations shall be conducted mainly for diagnostic purposes.]

1. **All performance evaluations shall be aligned with the Professional Standards for School Leaders. The mentor shall discuss each evaluation with the candidate, and the mentor and candidate shall sign each report.**
2. The final evaluation shall be the basis for issuance of the candidate's standard certificate. [All performance evaluations shall be aligned with the Professional Standards for School Leaders as defined in N.J.A.C. 6A:9-3.4 and reported on State-developed forms. The mentor shall discuss each evaluation with the candidate, and the mentor and candidate shall sign each report. Upon completion of each evaluation, the mentor shall send the report to the Department; the final evaluation shall be accompanied by the recommendation for certification pursuant to (j) below.]

[(h)] Each mentor shall form an advisory panel of practicing educators and shall convene this panel on at least three occasions for purposes of reviewing the candidate's progress and soliciting advice concerning the candidate's certification. The mentor may seek the informal input of the employing district board of education concerning the candidate's standard certification.



- (i) The Department may require the candidate to pay fees to the program provider to cover the cost of the training and mentoring services that will qualify him or her for certification and employment.]
- (j) A candidate for a standard certificate with a school administrator endorsement shall be approved or disapproved **by the Commissioner-approved residency program** pursuant to the following procedures:
  - [1. Before the end of the residency period, the mentor shall submit to the Department a comprehensive evaluation report on the candidate's performance pursuant to (g) above.]
  - [2.] **1.** This final report shall include one of the following certification recommendations:
    - i. Approved: Recommends issuance of a standard certificate;
    - ii. Insufficient: Recommends a standard certificate not be issued, but the candidate be allowed to continue the residency or seek admission to another residency for one additional year; or
    - iii. Disapproved: Recommends a standard certificate not be issued and the candidate [who is disapproved] shall be prevented from continuing or re-entering a residency.
  - [3. Mentors act as agents of the Board of Examiners in formulating their certification recommendations, which shall not be subject to review or approval by district boards of education.]
  - 2. The mentor shall provide the candidate with a copy of the signed evaluation report, and the mentor's recommendation, before submitting it to the Department.**
  - [4.] **3.** Candidates who receive an "approved" recommendation shall be issued a standard certificate.
  - [5. The mentor shall provide the candidate with a copy of the candidate's written evaluation report and recommendation before submitting it to the Department.

6. If the candidate disagrees with the mentor's recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.13.]
- (k) A candidate who receives a "disapproved" recommendation or two or more "insufficient" recommendations may appeal to the Board of Examiners pursuant to N.J.A.C. 6A:9B-4.13.
- (l) An experienced New Jersey principal who holds a master's degree or higher in a field not [in] **at** (a)1 above may satisfy the degree requirement by meeting the requirements [in] **at** [(a)4] **(a)3** above and [by presenting] the following:
1. A valid, standard New Jersey principal endorsement; and
  2. Official documentation of five years of successful full-time experience as a principal or assistant superintendent of curriculum and instruction in a New Jersey public school or in an approved nonpublic school.
- (m) Other provisions of this chapter notwithstanding, the Board of Examiners shall issue a CE, a provisional certificate, and a standard certificate for school administrator to a candidate for appointment as chief school administrator in a school district in which the State appoints the chief school administrator.
1. The Commissioner shall direct the Board of Examiners to issue a CE to the candidate if [he or she] **the candidate**:
    - i. Possesses a bachelor's or higher degree from [a regionally] **an** accredited four-year college or university;
    - ii. Has sufficient management and executive leadership experience in a public or private organization, as determined by the Commissioner, to allow the candidate to successfully administer the State-operated school district. The candidate shall document [his or her] **the** experience in alignment with the Professional Standards for School Leaders [in N.J.A.C. 6A:9-3.4]. The Commissioner will align [his or her] **the** review of the candidate's documented experience with the

Professional Standards for School Leaders and will base judgment of the candidate's relevant experience on the review; and

- iii. Passes a criminal history review prior to issuance of the CE.
- 2. The Board of Examiners shall issue a provisional certificate to the candidate meeting the criteria [in] **at** (m)<sup>1</sup> above upon the candidate's appointment by the State Board as State-operated school district superintendent pursuant to N.J.S.A. 18A:7A-35.
- 3. The Board of Examiners shall issue a standard certificate to the candidate if [he or she] **the candidate**:
  - i. Has successfully completed a residency per (e) through (i) above;
  - ii. Has successfully passed two formative performance reviews and one summative performance review by the Department on a schedule to be set by the Department. The performance reviews shall be based in part upon a portfolio prepared by the candidate that documents [his or her] **the** experience in the superintendent position as aligned with the Professional Standards for School Leaders [in N.J.A.C. 6A:9-3.4]; and
  - iii. Has passed a Department-approved assessment for school administrators.
- [(n) Other provisions of this chapter notwithstanding, there is hereby established a five-year pilot program under which the Board of Examiners shall issue a CE, a provisional certificate, and a standard certificate for school administrator to a successful candidate for appointment as chief school administrator.
  - 1. Such certifications may be issued and appointments may be made in a school district listed as a school district in need of improvement on the Department's Annual Yearly Progress report as of July 13, 2011.
  - 2. School districts satisfying the criteria in (n)<sup>1</sup> above may request permission from the Commissioner to recruit candidates for chief school administrator according to the criteria in (n)<sup>3</sup> below.

3. The Commissioner shall direct the Board of Examiners to issue a CE to the candidate if he or she:
  - i. Possesses a bachelor's or higher degree from a regionally accredited four-year college or university;
  - ii. Has sufficient management and executive leadership experience in a public or private organization, as determined by the Commissioner, to allow the candidate to successfully administer the State-operated school district. The candidate shall document his or her experience in alignment with the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4. The Commissioner will align his or her review of the candidate's documented experience with the Professional Standards for School Leaders and will base judgment of the candidate's relevant experience on the review; and
  - iii. Passes a criminal history review prior to issuance of the CE.
4. The Board of Examiners shall issue a provisional certificate to the candidate meeting the criteria in (n)3 above upon his or her hiring as a chief school administrator pursuant to N.J.S.A. 18A:17-15.
5. The Board of Examiners shall issue a standard certificate to the candidate if he or she:
  - i. Has successfully completed a residency per (e) through (i) above;
  - ii. Has successfully passed two formative performance reviews and one summative performance review by the Department on a schedule to be set by the Department. The performance reviews shall be based in part upon a portfolio prepared by the candidate that documents his or her experience in the superintendent position as aligned with the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4; and
  - iii. Has passed a Department-approved assessment for school administrators aligned with the Professional Standards for School Leaders in N.J.A.C. 6A:9-3.4.

6. The Department will develop and conduct an evaluation for the pilot program and present an evaluation report to the State Board. In doing so, the Department may make use of outside evaluation specialists. In its conclusions, the Department will recommend whether to continue and, if so, whether to amend the pilot program as a permanent alternate route to certification.]

#### 6A:9B-12.5 Principal

- (a) To be eligible for the principal CE, the candidate shall:

1. Complete one of the following:

- i. Hold a master's [or higher] degree in educational leadership, [in] curriculum and instruction, or [in] one of the recognized fields of leadership or management from [a regionally] **an** accredited college or university;
- ii. Hold a master's degree from [a regionally] **an** accredited college or university and complete a [post-master's] **graduate-level** program [resulting in a CEAS] in educational [administration and supervision] **leadership, curriculum and instruction, or one of the recognized fields of leadership or management; or**
- [iii. Hold a master's degree from a regionally accredited college or university and complete a post-master's program in a coherent sequence of 30 semester-hour credits as they appear on the candidate's transcript. The study must be completed at one institution in fields outlined in (a)1i above; or]
- [iv.] **iii.** Hold a master's degree from an [appropriate nationally] accredited program in educational leadership from an out-of-State college or university;

- [2. Complete a minimum of 30 graduate credits, either within the master's program or in addition to it, aligned with the Professional Standards for School Leaders set forth in N.J.A.C. 6A:9-3.4;]

- [3.] **2.** Complete a 300-hour internship in educational leadership aligned to the Professional Standards for School Leaders [in N.J.A.C. 6A:9-3.4] and in accordance with the roles and responsibilities as a principal, independent of other course requirements. This internship either [must] **shall** appear on a transcript from a four-year [regionally] accredited college or university or be certified by a Commissioner-approved program for preparing school principals;
- [4.] **3.** Pass a [State] **Department**-approved examination of knowledge acquired through study [of the topics listed in (a)2 above] **aligned to the Professional Standards for School Leaders** and most directly related to the functions of principals [as defined in] **at** N.J.A.C. 6A:9B-12.3(b); and
- [5.] **4.** Complete five years of successful educational experience under a valid provisional or standard New Jersey **certificate** or equivalent out-of-State certificate.
- (b) A candidate who matriculates and enrolls in a Commissioner-approved educational leadership preparation program on or after September 1, 2008, shall be required to complete all requirements [of] **at** (a) above.
- (c) To be eligible for a provisional [principal] certificate **with a principal endorsement**, the candidate shall:
1. Hold a principal CE; and
  2. Obtain and accept an offer of employment in a position requiring the principal endorsement in a school or school district that has agreed formally to sponsor the residency.
- (d) The effective date of provisional certificate issuance shall be the date on which the CE holder begins employment with the district board of education in a [certificated] **certified** position, in accordance with N.J.S.A. 18A:26-2 [and 18A:27-4a].

- (e) The Commissioner-approved principal residency program provider shall notify the Office that a principal is eligible for the standard administrative certificate with a principal endorsement when the candidate:
1. Possesses a provisional certificate pursuant to (a) and [(b)] **(c)** above;
  2. Completes a two-year Commissioner-approved residency program while employed under **a provisional certificate with a principal [certification] endorsement** in a school or school district. [The residency may be extended for medical or family leave and upon agreement by the Department and the employing school or school district.] However, the Commissioner is authorized to reduce or remove the residency requirement based on the candidate's prior experience[.];
  3. **Has been reviewed by the mentor pursuant to (i) below and is recommended for the standard certificate pursuant to (j) below; and**
  4. **Has paid to the program provider any fees that may be required by the Department to cover the cost of the training and mentoring services.**
- (f) The Commissioner-approved program provider selected by the employing school or school district shall implement the residency program, which shall:
- [i.] 1. Take place in a school or school district;
- [ii.] 2. Provide professional experiences, training, mentoring, instruction, opportunities to network with other candidates and experienced principals, and specific training on the school's or school district's educator evaluation systems; [and develop]
3. **Develop** the candidate's thorough understanding of the NJSLs[;], the Professional Standards for Teachers, [as defined in N.J.A.C. 6A:9-3.3;] and the Professional Standards for School Leaders [as defined in N.J.A.C. 6A:9-3.4];
- [iii.] 4. Ensure the employing school or school district, the candidate, the [residency] **Department-approved** mentor, and the provider enter into a standard Department-issued agreement prior to the candidate starting the residency program;

[iv.] **5.** Provide a [State approved] **Department-approved** mentor who meets the **below** requirements [in (f) below and who shall]:

- [(1) Supervise and verify the candidate's completion of all required experiences and training;
  - (2) Meet with the principal candidate at least once a month during the residency. The mentor shall be available on a regular basis to provide assistance or advice upon the candidate's request;
  - (3) Provide confidential guidance and support;
  - (4) Guide the candidate through a self-assessment based on the employing school district's Commissioner-approved principal evaluation practice instrument;
  - (5) Consult with the principal candidate's direct supervisor in development of the principal candidate's individualized mentoring plan; and
  - (6) Not serve as the candidate's direct supervisor or conduct the candidate's evaluation;
- v. Provide support based on an individualized mentoring plan developed collaboratively by the mentor, the candidate, and the candidate's supervisor. The mentoring plan shall take the place of the individualized professional development plan, as set forth in N.J.A.C. 6A:9C-3, during the residency period and shall be individualized based on the candidate's preparation, past work experience, and the unique leadership demands of the employing school or school district. Support for the candidate in the following areas shall be considered in developing the individualized plan: curriculum leadership; supervision of instruction; pupil personnel services; personnel management; community relations; student relations; facilities management; school finance; school law; technical administrative skills;



and professional development; and

3. Is reviewed by his or her mentor pursuant to (g) below and is recommended for the standard certificate pursuant to (i) below.

(f) The mentor from the program provider shall:]

- [1.] i. Have a minimum of three years' experience as an effective principal. [For principals practicing in New Jersey starting in academic year 2013-2014 and each year thereafter, "effective"] **"Effective"** means the principal [receives] **has received** a summative rating of "effective" or "highly effective," pursuant to N.J.A.C. 6A:10-5, **in at least three years of service in a position requiring a principal endorsement;**
- [2.] ii. Have been engaged in New Jersey public schools for at least three of the last five **school** years; and
- [3.] iii. Complete a State-approved mentor training program [prior to mentoring a candidate].

(g) The mentor from the program provider shall:

1. **Supervise and verify the candidate's completion of all required experiences and training;**
2. **Meet with the principal candidate at least once a month during the residency.**  
**The mentor shall be available on a regular basis to provide assistance or advice upon the candidate's request;**
3. **Provide confidential guidance and support;**
4. **Guide the candidate through a self-assessment based on the employing school district's Commissioner-approved principal evaluation practice instrument;**
5. **Consult with the principal candidate's direct supervisor in development of the principal candidate's individualized mentoring plan;**
6. **Not serve as the candidate's direct supervisor or conduct the candidate's evaluation; and**

7. **Provide support based on an individualized mentoring plan developed collaboratively by the mentor, the candidate, and the candidate's supervisor.**
- (h) **The mentoring plan shall take the place of the individualized professional development plan, pursuant to N.J.A.C. 6A:9C-3, during the residency period. The mentoring plan shall be individualized based on the candidate's preparation, past work experience, and the unique leadership demands of the employing school or school district. Support for the candidate in the following areas shall be considered in developing the individualized plan:**
1. **Curriculum leadership;**
  2. **Supervision of instruction;**
  3. **Student personnel services;**
  4. **Personnel management;**
  5. **Community relations;**
  6. **Student relations;**
  7. **Facilities management;**
  8. **School finance;**
  9. **School law;**
  10. **Technical administrative skills; and**
  11. **Professional development.**

[(g)] (i) The Commissioner-approved program provider shall base the [candidate's] recommendation for the standard administrative certificate with a principal endorsement on at least three reviews conducted by the mentor [throughout] **in** each year [during] **of** the two-year residency **for a minimum of six reviews.**

1. The first five reviews shall be conducted mainly for diagnostic purposes
2. The final review shall be the basis for issuance of the candidate's standard certificate[.]. **The final review shall be** aligned with the Professional Standards for

School Leaders [as defined in N.J.A.C. 6A:9-3.4,] and informed by the candidate's performance on all prior reviews.

3. The Commissioner-approved program provider shall ensure the principal candidate's direct supervisor is consulted regarding the candidate's performance prior to submitting the [principal] candidate's final review[. The Commissioner-approved program provider shall submit the final review] to the Department [through] **on** a State-developed form.

[(h)] The Department may require a candidate to pay fees to cover the cost of the training and mentoring services that will qualify him or her for certification and employment.]

[(i)] **(j)** The Commissioner-approved program provider shall recommend for approval or disapproval principal candidates for certification pursuant to the following procedures:

1. The Commissioner-approved program provider shall submit to the Office a comprehensive final report on the candidate's performance **review** pursuant to [(g)] **(i)** above.
2. This final report shall include one of the following certification recommendations:
  - i. Approved: Recommends issuance of a standard certificate;
  - ii. Insufficient: Recommends a standard certificate not be issued, but the candidate be allowed to continue the residency or seek admission to another residency for two additional years; or
  - iii. Disapproved: Recommends a standard certificate not be issued and the candidate [who is disapproved] shall be prevented from continuing or re-entering a residency.
3. Candidates who receive a recommendation of "approved" shall be issued a standard certificate.
- [4. The Commissioner-approved program provider shall provide the candidate with a copy of the candidate's written evaluation report and recommendation before submitting it to the Department.

5. If the candidate disagrees with the Commissioner-approved program provider's recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.13.]

[(j)] **(k)** A candidate who receives a ["disapproved" recommendation] **"partially effective" or "ineffective" evaluations** or two or more ["insufficient" recommendations] **"ineffective" evaluations** may appeal to the Board of Examiners pursuant to N.J.A.C. 6A:9B-4.13.

[(k)] **(l)** Each candidate who holds a valid New Jersey or out-of-State supervisor endorsement and a master's degree or higher in a field other than one required [in] **at (a)1** above [will] **shall** be eligible for a principal CE by [presenting] **submitting** official documentation of the following **to the Department**:

1. Five years of successful full-time experience as a supervisor of an instructional area or department related to the NJSLs under a valid New Jersey or out-of-State supervisor certificate;
2. Completion of a Commissioner-approved certification program in educational leadership offered by a Commissioner-approved provider. The program shall include, but not be limited to:
  - i. Preparation for educational leadership through experiences related to the performance-based Professional Standards for School Leaders and the NJSLs;
  - ii. Two hundred twenty-five clock hours of formal instruction in quality components of preparation to promote student learning as set forth in [N.J.A.C. 6A:9-3.4 and delineated in (a)2i through vi above] **the Professional Standards for School Leaders**; and
  - iii. A school district internship consisting of a minimum of 300 hours providing professional experiences in school administration; and
3. Passage of a State-approved examination of knowledge acquired through study aligned with the Professional Standards for School Leaders [set forth in N.J.A.C.

6A:9-3.4] and directly related to the functions of principals [as defined in] **at**

N.J.A.C. 6A:9B-12.3(b).

[(1)] **(m)** Each candidate who holds a valid New Jersey or out-of-State supervisor endorsement and a master's degree or higher in a field not required [in] **at** (a)1 above, but has zero to five years' supervisory experience, will be eligible for a principal CE by [presenting] **submitting to the Department** official documentation of the following:

1. Five years of successful full-time teaching experience under a valid New Jersey or out-of-State teaching certificate;
2. Completion of a Commissioner-approved certification program in educational leadership offered by a Commissioner-approved provider. The program [is pursuant to (k)2] **shall contain the same elements as at (j)2** above [with the following exceptions:]. **However**, the program shall [be] **consist of** a minimum of 275 clock hours [plus] **and** a 300-hour internship; and
3. Passage of a State-approved examination of knowledge acquired through study aligned with the Professional Standards for School Leaders [set forth in N.J.A.C. 6A:9-3.4] and directly related to the functions of principals as defined [in] **at** N.J.A.C. 6A:9B-12.3(b).

[(m)] **(n)** Each candidate [who can provide documentation of] **with** at least five years of successful full-time teaching experience under a valid New Jersey or out-of-State teaching certificate and a master's degree or higher in a field other than one required [in] **at** (a)1 above will be eligible for a principal CE by [presenting] **submitting to the Department** official documentation of the following:

1. Completion of a Commissioner-approved certification program in educational leadership offered by a Commissioner-approved provider. The program [is pursuant to (k)2] **shall contain the same elements as at (j)2** above [with the

following exceptions:]. **However**, the program shall [be] **consist of** a minimum of 300 clock hours [plus] **and** a 300-hour internship; and

2. Passage of a State-approved examination of knowledge acquired through study aligned with the Professional Standards for School Leaders [set forth in N.J.A.C. 6A:9-3.4] and directly related to the functions of principals as defined [in] **at** N.J.A.C. 6A:9B-12.3(b).

#### 6A:9B-12.6 Supervisor

- (a) To be eligible for the standard administrative certificate with a supervisor endorsement, a candidate shall:
  1. Hold a master's or higher degree from [a regionally] **an** accredited college or university;
  2. Successfully complete one of the following:
    - i. A Commissioner-approved college curriculum that specifically prepares the candidate for the endorsement;
    - ii. Twelve graduate-level semester-hour credits, including the following:
      - (1) Three credits in general principles of instructional staff supervision in preschool through grade 12;
      - (2) Three credits in general principles of curriculum design and development for preschool through grade 12; **and**
      - [(3) Three elective credits in curriculum design and development; and]
      - [(4)] **(3)** [Three] **Six** elective credits in instructional staff supervision and/or curriculum design and development; or
    - iii. A Commissioner-approved training program that is implemented by a Commissioner-approved provider and specifically prepares the candidate for the endorsement; and

3. Hold a standard New Jersey instructional or educational services certificate, or its out-of-State equivalent, and complete three years of successful, full-time teaching and/or educational services experience. Teaching and/or educational services experience completed in a New Jersey school district [must] **shall** have been under an appropriate New Jersey certificate.

#### 6A:9B-12.7 School business administrator

- (a) To be eligible for the school business administrator CE, the candidate shall:
  1. Hold a master's degree or higher degree from [a regionally] **an** accredited college or university or be in possession of a certified public accountant license; and
  2. Complete at least 18 credits of graduate or undergraduate study in the following areas:
    - i. Economics;
    - ii. Law;
    - iii. Accounting;
    - iv. Organizational theory;
    - v. Management or administration; and
    - vi. Finance.
- (b) To be eligible for a provisional administrative certificate with a school business administrator endorsement, the candidate shall:
  1. Hold a school business administrator CE; and
  2. Obtain and accept an offer of employment in a position that requires the school business administrator endorsement in a school district or an approved private school for students with disabilities that has agreed formally to sponsor the residency.
- (c) To be eligible for the standard administrative certificate with a school business administrator endorsement, the candidate shall:
  1. Possess a provisional certificate pursuant to [(a) and] (b) above; [and]

2. Complete a one-year Commissioner-approved school or school district residency program while employed under a provisional [certification] **certificate**. The residency shall:
- i. Take place in a functioning school or school district environment, and require the candidate to develop a thorough understanding of the NJSLs[;], the Professional Standards for Teachers, [in N.J.A.C. 6A:9-3.3;] and the Professional Standards for School Leaders [in N.J.A.C. 6A:9-3.4]. Candidates shall demonstrate that understanding by providing support for the educational goals of the school or school district;
  - ii. Be conducted in accordance with a standard Department-issued agreement and entered into by the Department, the employing school or school district, the candidate, and the residency mentor. No residency program may be undertaken without a valid agreement;
  - iii. Be administered by a State-appointed mentor, who shall be an experienced school business administrator who has completed a State-approved orientation and who shall supervise and verify the candidate's completion of all required experiences and training[.];
- (1) At the start of the residency, the mentor and the school administrator or chief school administrator shall submit to the Department on a State-developed form a written recommendation concerning any area(s) of professional experience that should be waived and additional teaching or other special experiences, if any, that the individual candidate should complete before achieving a standard [certification] **certificate**.
  - (2) Department review and subsequent approval shall consider the candidate's past work experience and recommended professional



experiences during residency, which shall be specified in the standard written agreement; and

- iv. Provide professional experiences, training, and **a minimum of 145** clock hours of formal instruction in the areas of standards [listed in] **at (c)2i** above; school plant planning, construction, and maintenance; school financial and legal practices, including budget planning and administration and double entry accounting (GAAP); pupil transportation; labor relations and personnel; insurance/risk administration; and food service administration[.]; **and**

**3. Pay to the program provider any fees that may be required by the Department to cover the cost of the training and mentoring services.**

- (d) Each candidate for the standard administrative certificate with [an] **a school business administrator** endorsement [for school business administrator] shall be evaluated formally by the mentor on at least three occasions [for purposes of certification]. The first two evaluations shall be conducted mainly for diagnostic purposes. The final evaluation shall be the basis for issuance of the candidate's standard certificate. All evaluations shall be based on the candidate's performance in areas of authorization [defined in] **at N.J.A.C. 6A:9B-12.3(d)** and reported on State-developed forms.

1. The mentor shall discuss each evaluation with the candidate, and both shall sign each report.
2. The mentor shall send each completed evaluation to the Department[; the final evaluation].
3. **The mentor** shall [be accompanied by] **send** the recommendation for certification, pursuant to (g) below.
4. **The mentor may seek the informal input of the employing district board of education concerning the candidate's standard certification.**

- [(e) Each mentor shall form an advisory panel of practicing educators and shall convene it on at least three occasions for purposes of reviewing the candidate's progress and soliciting advice

concerning the candidate's certification. The mentor may seek the informal input of the employing district board of education concerning the candidate's standard certification.]

[(f)] (e) The mentor shall meet with the candidate at least once a month during the residency. The mentor shall be available on a regular basis to provide assistance or advice upon the candidate's request. [The Department may require a candidate to pay fees to the program provider to cover the cost of the training and mentoring services that will qualify him or her for certification and employment.]

[(g)] (f) [Standard certification of school business] **Each candidate for the standard administrator certificate [candidates] with a school business administrator endorsement** shall be approved or disapproved pursuant to the following procedures:

1. Before the end of the residency year, the mentor shall submit to the Department a comprehensive evaluation report on the candidate's performance, pursuant to N.J.A.C. 6A:9B-[12.5(c)]**12.7(d)**.
2. This final report shall include one of the following certification recommendations:
  - i. Approved: Recommends issuance of a standard certificate;
  - ii. Insufficient: Recommends a standard certificate not be issued, but the candidate be allowed to continue the residency or seek admission to another residency for one additional year; or
  - iii. Disapproved: Recommends a standard certificate not be issued and the candidate [who is disapproved] shall be prevented from continuing or re-entering a residency.
- [3. Mentors act as agents of the Board of Examiners in formulating their certification recommendations, which shall not be subject to review or approval by district boards of education.]
- [4.] **3.** Candidates who receive a recommendation of "approved" shall be issued a standard certificate.

- [5. The mentor shall provide the candidate with a copy of the candidate's written evaluation report and recommendation before submitting it to the Department.
6. If the candidate disagrees with the mentor's recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.13.]
- [(h)] **(g)** A candidate who receives a "disapproved" recommendation or two or more "insufficient" recommendations may appeal to the Board of Examiners pursuant to N.J.A.C. 6A:9B-4.13.
- [(i)] **(h)** The requirements [listed in] **at** (a) through [(h)] **(g)** above shall not apply to persons who hold standard administrative certificates with the following endorsements issued before September 1, 1991: school business administrator, assistant superintendent for business, or assistant executive superintendent with specialization in business administration. Holders of those endorsements shall be entitled prospectively to apply for all positions in the general category of business administration.
- [(j)] **(i)** Board secretaries who lack certification but were assigned prior to September 1, 1991, to perform **the** business administration functions [as described in] **at** N.J.A.C. 6A:9B-12.3(d) shall be permitted to retain indefinitely their positions in the **school** districts in which they were employed prior to September 1, 1991.
- [(k)] The requirements listed in (a)1 above shall not apply to persons who hold a standard administrative certificate or CE with a school business administrator endorsement.]

#### 6A:9B-12.8 Requirements for interstate reciprocity

- (a) Notwithstanding any other provision of this subchapter, any applicant for **an** administrative [certification] **certificate** who presents a valid administrative certificate issued by any other state shall be issued, upon payment of the appropriate fee, a New Jersey administrative CE for the equivalent New Jersey endorsement(s) for school administrator, principal, or school business administrator, or shall be issued the equivalent New Jersey standard supervisor endorsement. If there is no equivalent current New Jersey

endorsement, then the provisions [of] **at** N.J.A.C. 6A:9B-12.1 through 12.7 shall apply to the candidate. [There is one] **The following** limitation [to this rule] **shall apply**:

1. If New Jersey has an equivalent endorsement with required subject-matter test for the [applicant's] **candidate's** endorsement, the applicant shall have passed a state subject-matter test to receive [his or her] **the** out-of-State endorsement or else [must] **shall** pass the appropriate New Jersey subject-matter test. This limitation shall not apply if the applicant has five years of experience in good standing under the out-of-State certificate. Experience in good standing shall be documented by a letter of experience from the applicant's supervisor or authorized school district representative.

### Subchapter 13. Acting Administrators

#### 6A:9B-13.1 General provisions

- (a) If[, because of] illness, [or] death, or [some other] **another** good and sufficient reason[,]  
**causes** the district board of education [must] **to** fill the position of superintendent, assistant superintendent, school business administrator, principal, or vice principal with a person who is designated as the acting administrator in a respective situation and who does not hold the **CE or the** standard New Jersey certificate required for the position, the district board of education shall apply, in writing, to the Commissioner, through the executive county superintendent, for permission to employ [such] **the** person in an acting capacity and [stating] **state** the reason(s) why [such] **the** action is necessary. If the stated reason(s) [justify] **justifies** the need to appoint [someone] **a person** as an administrator in an acting capacity who is not properly certified to hold the position, the Commissioner may approve the request on a case-by-case basis.
- (b) Commissioner approval shall be for three months' duration, and may be renewed for a period of three months at a time on a case-by-case basis upon application. If the acting status of the individual is to extend beyond a year, the **district board of education shall**

**apply, in writing, to the Commissioner, through the executive county superintendent, for permission to employ the person in an acting capacity and state the reason(s) why the action is necessary. The Commissioner [shall provide] may recommend to the State Board [a recommendation that] whether to approve the district board of education's application [be granted] for a letter of temporary certification.**

- (c) If the [Commissioner or] State Board grants approval, the Board of Examiners shall be notified and [shall] **the Commissioner will** issue a letter of temporary certification.

#### Subchapter 14. Requirements for Educational Services Certification

##### 6A:9B-14.1 Qualifications/general provisions

- (a) To be eligible for **an** educational services [certification] **certificate**, the candidate shall hold the appropriate degree and complete the Department-required test(s) and one of the following:
1. A Department-approved educational services program at a New Jersey college or university;
  2. An [appropriate nationally] accredited educational services program at an out-of-State college or university; **or**
  - [3. Three years of successful full-time experience, or the equivalent in the appropriate field in another state under that state's standard certificate authorizing such service. The candidate shall hold a currently valid standard certificate from that state in the appropriate field. The experience shall occur in the seven years immediately prior to the application for the New Jersey educational services certificate; or]
  - [4.] **3.** All requirements for individual educational services endorsements pursuant to N.J.A.C. 6A:9B-14.3 through 14.21 as determined through a formal credentials evaluation by the Office.
- (b) Holders of educational services certificates [are] **shall be** authorized to serve in preschool through grade 12.

- (c) Holders of educational services certificates that are no longer issued after January 20, 2004, may continue to serve in the service areas in which the teaching staff member was authorized to serve under the former rules.

6A:9B-14.2 Student assistance coordinator

- (a) The student assistance coordinator (SAC) endorsement authorizes the holder to perform the functions of a SAC in preschool through grade 12. The SAC position shall be separate and distinct from any other employment position in the school. The functions of the SAC may include:
1. Assisting with the in-service training of school staff concerning substance abuse and related issues and with the school district program to combat substance abuse;
  2. Serving as an information resource for substance abuse prevention, curriculum development, and instruction;
  3. Assisting the school district in revising and implementing substance abuse and related policies and procedures;
  4. Developing and administering substance abuse and related intervention services in the school district;
  5. Providing counseling and referral services to students regarding substance abuse and related problems; and
  6. Cooperating with community service providers or other officials in the rendering of substance abuse and related treatment services.
- (b) To be eligible for the SAC CE, the candidate shall present one of the following:
1. A bachelor's or higher degree from [a regionally] **an** accredited college or university; a valid New Jersey or out-of-State standard certificate as school psychologist, school social worker, school counselor, director of school counseling services, or school nurse; and evidence of graduate study, [in] **pursuant to** (c)2i through iv below[. The candidates shall be exempt from (c)2ix below];

2. A bachelor's or higher degree from [a regionally] **an** accredited college or university, [and] a valid Licensed Clinical Alcohol and Drug Counselor credential issued by the [New Jersey] Alcohol and Drug Counselor Committee of the **State Board of Marriage and Family [Board] Therapy Examiners**, and evidence of graduate study in areas **at** (c)2iii, [and] vi, [through viii] **and vii** below[. The candidates shall be exempt from (c)2ix below]; or
  3. A bachelor's or higher degree from [a regionally] **an** accredited college or university and a valid Certified Prevention Specialist credential issued by the Addiction Professionals Certification Board of New Jersey and evidence of graduate study in areas **at** (c)2iv, v, **vi, and vii**[, and viii] below. [The candidates shall be exempt from (c)2ix below.]
- (c) To be eligible for the SAC CEAS, the candidate shall:
1. Hold a standard instructional certificate; a school psychologist, school social worker, school counselor, director of school counseling services, or school nurse endorsement; a valid Licensed Clinical Alcohol and Drug Counselor credential issued by the [New Jersey] Alcohol and Drug Counselor Committee of the **State Board of Marriage and Family [Board] Therapy Examiners**; a valid Certified Prevention Specialist credential issued by the Addiction Professionals Certification Board of New Jersey; or a master's or higher degree from [a regionally] **an** accredited college or university; [and]
  2. Complete a Department-approved graduate program with a [range] **minimum** of 21 [to 27] semester-hour credits [to] **that** include study in the following required areas:
    - i. Fundamentals of [drug and alcohol] **substance** abuse and dependency [and related problems];

- ii. Child and adolescent development, including research-based [risk, protective, and resiliency factors] **strategies for supporting at-risk** students [at risk for school failure];
- iii. Curriculum planning, implementation, and staff development [in chemical health education];
- iv. Coordination and delivery of intervention and referral services **and prevention services** in [a] school **and community** settings, including multidisciplinary intervention teams;
- v. Assessment and counseling of [drug] **students** and [alcohol] **families** affected [students and their families] **by substance abuse**;
- [vi. Coordination of research-based prevention program services in school and community settings;]
- [vii.] **vi.** School culture and the dynamics of policy and program development; **and**
- [viii.] **vii.** School law as it relates to substance abuse [and related problems]; and
- [ix. A college-supervised SAC practicum.]

**3. Complete a college-supervised SAC practicum.**

- (d) To be eligible for a provisional educational services certificate with a SAC endorsement, the candidate shall:
  - 1. Possess a SAC CE or CEAS; and
  - 2. Obtain an offer of employment in a position that requires the SAC certificate.
- (e) To be eligible for a standard educational services certificate with a SAC endorsement, the candidate shall:
  - 1. Possess a provisional educational services certificate with a SAC endorsement pursuant to (d) above;
  - 2. Complete a Department-approved graduate program pursuant to (c) above[; and].



- i. **Candidates who possess a SAC CE shall be exempt from the requirement at (c)3 above; and**
- 3. Complete a six-month State-approved school residency while employed full-time under a provisional educational services certificate with a SAC endorsement. If employed half-time, the residency period shall be 12 months. The residency program shall be conducted under the direction of a State-approved residency supervisor who shall hold a standard [New Jersey] **certificate with a** supervisor, principal, or school administrator [certification] **endorsement**. The residency program shall:
  - i. Operate in accordance with a residency agreement issued by the Department and entered into by the Department, the employing school, the candidate, and the State-approved residency supervisor; and
  - ii. [Consist of a supervised residency that includes] **Include** professional experiences in chemical health curriculum planning; implementation and staff development; development and coordination of substance abuse intervention and referral services; development and coordination of prevention program services; and the development of school drug and alcohol policies and procedures.
- (f) The State-approved residency supervisor shall have primary responsibility to assure the candidate receives appropriate training, support, practicum experiences, and professional opportunities in the critical job responsibilities specified in the agreement and consistent with (a) above. The residency supervisor shall also evaluate and verify the completion of all required experiences according to the terms and conditions of the residency agreement.
- (g) Upon completion of the residency period, the **residency** supervisor shall complete a comprehensive evaluation report on the candidate's performance based on the candidate's ability to complete the job duties pursuant to N.J.S.A. 18A:40A-18.c and to implement the theoretical concepts [pursuant to] **at** (c)2 above. The **residency** supervisor shall discuss

the evaluation report with the candidate, and the supervisor and candidate shall sign the report as evidence of [such] **the** discussion. The **residency supervisor shall submit the** completed evaluation [shall be submitted] to the Office. The evaluation on each candidate shall include one of the following recommendations:

1. Approved: Recommends issuance of a standard educational services certificate with a SAC endorsement;
  2. Insufficient: Recommends a standard educational services certificate with a SAC endorsement not be issued, but the candidate be allowed to continue the residency or seek admission to an additional residency. Except for candidates who receive approval pursuant to N.J.A.C. 6A:9B-4.13(d), a candidate who receives a second insufficient recommendation shall be precluded from continuing or re-entering a residency; or
  3. Disapproved: Recommends a standard educational services certificate with a SAC endorsement not be issued. [A] **The** candidate [who is disapproved] shall be precluded from continuing or re-entering a residency.
- (h) If the candidate disagrees with the residency supervisor's recommendation, the candidate may appeal the recommendation pursuant to N.J.A.C. 6A:9B-4.12.
- (i) An emergency certificate is not available for **the SAC endorsement**.

#### 6A:9B-14.3 School nurse

- (a) The school nurse endorsement authorizes the holder to perform nursing services and to teach in areas related to health in public schools in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a school nurse endorsement, a candidate shall hold or complete the following professional licenses, degrees, certifications, and training:
1. A current New Jersey registered professional nurse license issued by the New Jersey State Board of Nursing;

2. A bachelor's degree from [a regionally] **an** accredited college or university;
  3. A current Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillators (AED) certification as issued by the American Heart Association, the American Red Cross, the National Safety Council, or other entities determined by the Department of Health to comply with the American Heart Association's CPR guidelines; and
  4. Complete training in airway management and in the use of nebulizers and inhalers consistent with nationally recognized standards, including, but not limited to, those of the National Institutes of Health and the American Academy of Allergy, Asthma and Immunology.
- (c) The candidate shall also complete either a Department-approved college curriculum for the preparation of school nurses or a program of studies[, with] **that is** a minimum of 21 semester-hour credits[,] **and** that includes study in the following topics:
1. A minimum of six semester-hour credits in school nursing, including school health services, physical assessments, organization and administration of the school health program, and clinical experience in a school nurse office;
  2. Health assessment;
  3. Special education and/or learning disabilities;
  4. Methods of teaching health in preschool through grade 12, including curriculum development;
  5. Public health, including public health nursing, community health problems, and communicable disease control;
  6. Guidance and counseling; [and]
  7. School law, including legal aspects of school nursing[.]; **and**
  - 8. Substance abuse.**
- (d) During the initial three years of employment under [this] **a school nurse** endorsement, the holder [of a school nurse endorsement] shall engage in a minimum of 20 hours of

professional development in each of the following: human growth and development; substance abuse and dependency; and human and intercultural relations. The professional development requirements shall be incorporated into each endorsement holder's professional development plan, pursuant to N.J.A.C. 6A:9C-3.

- (e) An emergency certificate is not available for [this] **the school nurse** endorsement.

#### 6A:9B-14.4 School nurse/non-instructional

- (a) The school nurse/non-instructional endorsement authorizes the holder to perform nursing services in public schools in preschool through grade 12. This endorsement does not authorize the holder to teach in areas related to health.
- (b) To be eligible for the standard educational services certificate with a school nurse/non-instructional endorsement, a candidate shall hold or complete the following professional licenses, degrees, certifications, and training:
  - 1. A current New Jersey registered professional nurse license issued by the New Jersey State Board of Nursing;
  - 2. A bachelor's degree from [a regionally] **an** accredited college or university;
  - 3. A current Providers Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillators (AED) certification as issued by the American Heart Association, the American Red Cross, the National Safety Council, or other entities determined by the Department of Health to comply with the American Heart Association's CPR guidelines; and
  - 4. Complete training in airway management and in the use of nebulizers and inhalers consistent with nationally recognized standards, including, but not limited to, those of the National Institutes of Health and the American Academy of Allergy, Asthma and Immunology.

- (c) The candidate also shall complete either a Department-approved college curriculum for the preparation of school nurses or a program of studies[,] **that is a** minimum of 15 semester-hour credits[,] **and** that includes study in the following topics:
1. A minimum of six semester-hour credits in school nursing, including school health services, physical assessments, organization and administration of the school health program, and clinical experience in a school nurse office;
  2. Health assessment;
  3. Public health, including such areas as public health nursing, community health problems and communicable disease control;
  4. Special education and/or learning disabilities;
  5. Guidance and counseling; [and]
  6. School law, including legal aspects of school nursing[.]; **and**
  7. **Substance abuse.**
- (d) During the initial three years of employment under [this] **a school nurse/non-instructional** endorsement, the holder [of a school nurse/non-instructional endorsement] shall engage in a minimum of 20 hours of professional development in each of the following: human growth and development; substance abuse and dependency; and human and intercultural relations. The professional development requirements shall be incorporated into each endorsement holder's professional development plan, pursuant to N.J.A.C. 6A:9C-3.
- (e) [An] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who holds a bachelor's degree from [a regionally] **an** accredited college or university, [and] a current New Jersey registered professional nurse license, and current CPR/AED [certificates] **certification**. The candidate shall present evidence of study in public health nursing [and child and/or adolescent growth and development]. The study must appear on the transcript of [a regionally] **an** accredited four-year college or university.

6A:9B-14.5 School social worker

- (a) The school social worker endorsement authorizes the holder to serve as a school social worker in [any] **public** schools [district in the State] in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a school social worker endorsement, the candidate shall hold a master's degree from [a regionally] **an** accredited college or university and complete a total of 30 graduate-level semester-hour credits with a study in each area listed below:
  - 1. Psychology, including general psychology, educational psychology, psychology of adolescence, and child growth and development;
  - 2. Special education and/or learning disabilities;
  - 3. Social [problems, including study in dealing with delinquency, poverty, interracial,] and [intercultural problems] **cultural matters within the school and broader community;**
  - 4. A minimum of six semester-hour credits in introductory and advanced social casework, including principles and practices in social casework, interviewing, and methods and skills in diagnosis;
  - 5. Mental hygiene and social psychiatry, including dynamics of human behavior and psychopathology;
  - 6. Medical information, including the role of the social worker in health problems or fundamentals of substance abuse and dependency;
  - 7. Community organizations, agencies, and resources; and
  - 8. Social policy and public welfare services, including the care and protection of at-risk children and families.
- [(c) Holders of a master's degree in social work from a regionally accredited college or university will be issued a standard educational services certificate with a school social worker endorsement.]

- [(d)] (c) [An] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who meets the following requirements:
1. A bachelor's degree in social work or a related [area] **field** from [a regionally] **an** accredited college or university; and
  2. [Study in] **Completion of the coursework at** (b)4 above and [in] **of** at least two [of the] other [study] topics [listed in] **at** (b)1 [through], **2, 3, and 5 through 8** above.

6A:9B-14.6 Speech-language specialist

- (a) The speech-language specialist endorsement authorizes the holder to provide service as a speech-language specialist in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a speech-language specialist endorsement, the candidate shall:
  1. Hold a master's or higher degree in speech-language pathology from [a regionally] **an** accredited college or university; and
  2. Pass a State-approved test of comprehensive knowledge in the field of speech-language pathology.
- (c) Individuals who hold a valid New Jersey speech correctionist endorsement and a master's degree in speech-language pathology shall be issued the speech-language specialist endorsement upon submission of a completed application and the required fee.
- [(d)] Individuals holding a valid New Jersey speech correctionist endorsement may serve in a position requiring speech-language specialist certification until August 31, 2015, by which date they shall have obtained the speech language specialist endorsement or completed a Department-approved retraining program.]
- [(e)] (d) A [certificate of eligibility] **CE with a speech-language specialist endorsement that expires** annually [expiring] **on** July 31 may be issued to candidates who meet the requirements [in (e)1] **at (d)1** or 2 below. [Notwithstanding the provisions of N.J.A.C.

6A:9B-8.4, this certificate of eligibility authorizes the holder to seek employment in any school district or Department-approved private school for students with disabilities.] To be eligible for a **CE with** the speech-language specialist [certificate of eligibility]

**endorsement** and subsequent provisional certificate, a candidate shall either:

1. Hold a bachelor's degree in speech-language pathology/communication disorders from [a regionally] **an** accredited college or university; and
  - i. Be currently matriculated in a master's degree program in speech-language pathology/communication disorders from [a regionally] **an** accredited college or university; and
  - ii. Document completion of a minimum of 18 semester-hour graduate credits in speech language pathology/communication disorders, including a graduate clinical practicum; or
2. Hold a bachelor's degree in a major other than speech-language pathology/communication disorders from [a regionally] **an** accredited college or university; and
  - i. Be currently matriculated in a master's degree program in speech-language pathology/communication disorders from [a regionally] **an** accredited college or university; and
  - ii. Document completion of a minimum of 24 semester-hour graduate credits in speech language pathology/communication disorders, including a graduate clinical practicum.

[(f)] **(e)** To be eligible for an initial two-year provisional **certificate with the** speech-language specialist [certificate] **endorsement**, the candidate shall:

1. Possess a [speech-language specialist] **CE with the speech-language specialist endorsement**; and
2. Obtain an offer of employment in a speech-language specialist position.



[(g)] **(f)** To be eligible for a one-time renewal of the provisional speech-language specialist certificate, a candidate shall:

1. Provide an official college transcript from the speech language pathology/communication disorders program in which [he or she] **the candidate** is matriculated[, showing]. **The transcript must show** a minimum of 12 semester-hour graduate credits completed each year following the initial issuance of the provisional certificate and demonstrating annual progress toward completion of the master's degree required for the standard certificate; and
2. Provide documentation of employment in a speech-language specialist position in a school district or Department-approved private school for students with disabilities.

[(h)] **(g)** A standard certificate may be issued to candidates holding the provisional **certificate with a** speech-language specialist [certificate] **endorsement** who meet the requirements [in] **at** (b) above.

[(i)] **(h)** An emergency certificate is not available for the speech-language specialist endorsement [after July 31, 2013. However, emergency certificates in effect on July 1, 2013 will remain valid until July 31, 2013].

#### 6A:9B-14.7 Director of school counseling services

- (a) The director of school counseling services endorsement authorizes the holder to serve as a director, administrator, or supervisor of school counseling services, including the supervision of educational activities in areas related to and within the counseling program in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a director of school counseling services endorsement, a candidate shall hold a master's or higher degree from [a regionally] **an** accredited college or university, hold a standard New Jersey [school counselor or student personnel] **educational** services certificate **with a school counselor**

**or student personnel endorsement**, or an equivalent out-of-State certificate, and complete three years of successful experience as a school counselor in preschool through grade 12. In addition, the candidate shall complete one of the following:

1. A Department-approved **educator preparation** program in Director of School Counseling; or
2. A three-credit graduate-level course in each of the following areas:
  - i. Administration, including courses such as school law, organization, and administration of elementary and secondary schools;
  - ii. Staff supervision, including courses such as supervision and evaluation of instructional staff, and supervision of school counseling services; and
  - iii. Curriculum development, including courses such as principles of general curriculum development, elementary and secondary curriculum development, and extracurricular activities.

(c) [An] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who meets the following requirements:

1. A master's degree from [a regionally] **an** accredited college or university, a standard New Jersey [school counselor or student personnel] **educational** services certificate **with a school counselor or student personnel endorsement**, and two years of experience as a school counselor in preschool through grade 12; and
2. A graduate course in staff supervision.

#### 6A:9B-14.8 School counselor

- (a) The school counselor endorsement authorizes the holder to perform school counseling services such as study and assessment of individual [pupils] **students** with respect to their **academic** status, abilities, interest, and needs; counseling **in collaboration** with administrators, teachers, students, and parents regarding personal, social, educational, and

vocational plans and programs; and developing cooperative relationships with community agencies in assisting children and families. The certificate holder is authorized to perform the services in preschool through grade 12.

- (b) To be eligible for the standard educational services certificate with a school counselor endorsement, a candidate shall hold a master's or higher degree from [a regionally] **an** accredited college or university, and complete one of the following:
1. A Department-approved graduate program in school counseling; or
  2. A minimum of 48 graduate semester-hour credits in the following areas:
    - i. Counseling: **a** minimum of 18 semester-hour credits that shall include study in theory and procedures of individual and group counseling, counseling and interviewing techniques, and career counseling;
    - ii. Testing and evaluation: **a** minimum of three semester hours;
    - iii. Psychology: **a** minimum of six semester hours [in] **that shall include** study related to child and adolescent psychology, psychology of exceptional children, and psychology of learning;
    - iv. Sociological foundations: **a** minimum of six semester hours that shall include study in community agencies, organizations, and resources[, and multicultural counseling];
    - v. Statistics and research methods: **a** minimum of three semester-hour credits;
    - vi. Supervised counseling practicum **as a school counselor** in a preschool through grade 12 school setting: **a** minimum of six credits. **The practicum shall be supervised by a person holding a standard New Jersey or out-of-State certificate with a school counselor endorsement;** and
    - vii. [The remaining six] **Six elective** semester hours of study [may be] chosen from among the topics [listed in] **at (b)2i through [vi] v** above or [education] **educational pedagogy.**

- (c) A candidate who has completed a master's or higher degree from [a regionally] **an** accredited college or university whose school counseling program meets the standards of the Council for Accreditation of Counseling and Related Educational Programs (CACREP) will be issued a standard [school counselor] **educational services** certificate **with a school counselor endorsement**.
- (d) Upon the executive county superintendent's request, the Office may issue an emergency certificate to a candidate who meets the following requirements:
  - 1. A bachelor's degree from [a regionally] **an** accredited college or university; and
  - 2. Fifteen graduate semester-hour credits of study from the areas [in] **at** (b)2i through iv above. At least six of the **15** credits shall be from the area [in] **at** (b)2i above.

#### 6A:9B-14.9 School psychologist

- (a) The school psychologist endorsement authorizes the holder to serve as a psychologist in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a school psychologist endorsement, a candidate shall hold a master's or higher degree from [a regionally] **an** accredited college or university and complete the following:
  - 1. A Department-approved graduate program or a minimum of 60 semester-hour graduate credits in the following areas:
    - i. Educational foundations/school psychology practice and development: **a** minimum of 12 semester-hour credits in areas such as the role and function of the school psychologist, multicultural education, educational organization and leadership, curriculum development, and learning theories;
    - ii. Education of students with disabilities: **a** minimum of six semester-hour credits in areas such as education and/or psychology of students with disabilities and educational assessment of students with disabilities;

- iii. Assessment, intervention, and research: **a** minimum of 18 semester-hour credits, including study in the required areas of cognitive assessment, personality assessment, and school consultation. Additional study may be completed in areas such as applied behavior analysis, school interventions, curriculum-based measurement, multicultural counseling or individual counseling procedures, tests and measurements, statistics and research design, and analysis;
  - iv. Human behavioral development: **a** minimum of 12 semester-hour credits in areas such as human development, social psychology, personality psychology, neurological and/or physiological basis of behavior, and psychopathology; and
  - v. Electives: additional study in areas **at** (b)1i [through], **ii, iii, and** iv above.  
Externships and practicum experiences may be accepted for elective study.
2. A practicum of 300 clock hours [that]. **The practicum shall** consist[s] of a sequence of closely supervised on-campus and field-based activities designed to develop and evaluate a candidate's mastery of distinct professional skills consistent with program and/or course goals;
  3. An externship of 1,200 clock hours. A minimum of 600 clock hours shall be completed in a school setting with school-age children. The remaining [600] clock hours may be completed in a school or clinical setting, or may be completed under an emergency certificate while concurrently participating in an approved college or university school psychology program. Externship experiences completed in a school setting shall be supervised by a person holding a standard New Jersey or out-of-State **educational services certificate with a** school psychologist [certificate] **endorsement**; and

[4.] **(c)** Persons who completed a master's or higher degree in clinical psychology from [a regionally] **an** accredited college or university and present official documentation of 600

clock hours of experience as a psychologist working with children in a clinical setting shall meet the school psychology externship and practicum requirements by completing a 900-clock-hour school psychology externship in a New Jersey school, with school-age children, under a New Jersey emergency certificate.

[(c)] (d) The externship for **a candidate for the standard educational services certificate with a** school psychologist[s] **endorsement** shall comply with the following:

1. The externship shall be taken under the direction of [a regionally] **an** accredited college or university as part of a program for the preparation of school psychologists.
  - i. In cases where the Office is issuing an emergency certificate, it may approve an equivalent externship that is not under the jurisdiction of a college or university program.
2. The college or university shall arrange externships as a program of supervised experiences. [The extern shall not earn externship] **Externship credit shall not be awarded** for clinical or laboratory work done as part of the requirements in courses such as “cognitive or personality assessment” or “school consultation.”
3. At least 50 percent of the externship shall be in the psychological services division of a [public] school [system] **district** or in a college or university demonstration center that serves a cross section of school-age children. A person holding a standard New Jersey school psychologist certificate shall provide local supervision for the period of externship training.
4. The [extern] **college, university, or school district, as appropriate**, shall [have available] **provide the extern with** various group and individual achievement tests, [and] personality and cognitive assessment tools[. The extern also shall receive], **and** the results of audiometric and visual screening.

5. The [extern] **college, university, or school district, as appropriate**, shall [have] **provide the extern with** adequate office space for conferences, counseling, and diagnostic studies.
  6. For purposes of study and guidance, the [extern] **college, university, or school district, as appropriate**, shall [have] **provide the extern with** access to comprehensive records on pupil growth and development.
  7. The college, university, or school district, as appropriate, shall provide the extern with supervised experience in the following areas: in-service programs for faculty members; conferences with special personnel; utilization of available community resources; conducting a diagnostic study; report writing; **building** relationships with the community; and counseling pupils, parents, and faculty.
  8. [The extern shall complete no] **No** more than 50 percent of the externship **can take place** in an approved hospital, institution, clinic, or agency established for the study and/or treatment of [special problems of] children and adults **with special needs**. A licensed psychologist or school psychologist shall supervise the extern during the [training] **hospital, institution, clinic, or agency** experience. The director of the **hospital, institution, clinic, or agency** shall certify **that** the **externship** experience includes the following: conducting a diagnostic study; reporting, writing, and [communication of] **communicating** diagnostic findings; and [participation] **participating** in staff planning and evaluating conferences.
- [(d)] (e) A school district seeking authorization for the employment of an extern under **an** emergency [certification] **certificate** shall submit a request to the executive county superintendent for preliminary approval. [If the executive county superintendent grants preliminary approval, the emergency certificate will be forwarded to the applicant.] The request shall [contain] **include** the following information:

1. The name of the fully certified school psychologist in the school [system] **district** under whose supervision the externship will be carried out. [This person must] **The supervising school psychologist shall** hold a standard [New Jersey school psychologist] **educational services** certificate **with a school psychologist endorsement** and **shall** have three years of experience [as a certified school psychologist] **under the endorsement**;
  2. The nature and extent of the training experiences that will be provided under supervision during the externship;
  3. The dates of the externship period;
  4. The total number of clock hours to be worked during the externship; and
  5. Official college transcripts showing successful completion of a minimum of 40 semester-hour graduate credits [applicable toward standard school psychologist certification in areas listed in] **pursuant to (b)1** above[, including] **that shall include** study in the [required] areas of cognitive assessment, personality assessment, and school consultation, **pursuant to (b)1iii** above.
- [(e) The Office will issue a standard New Jersey school psychologist certificate to holders of a currently valid Nationally Certified School Psychologist (NCSP) license.]
- (f) Upon the executive county superintendent's request, the Office may issue an emergency certificate to a candidate who meets the following requirements:
1. A bachelor's degree from [a regionally] **an** accredited college or university; and
  2. Official college transcripts showing successful completion of a minimum of 30 semester-hour graduate credits applicable toward **the** standard **certificate with a** school psychologist [certification] **endorsement in the** areas [listed in] **at (b)1i** through v above. The credits shall include study and practicum experience in assessment.



- (g) **The Office will issue a standard educational services certificate with a school psychologist endorsement to holders of a currently valid Nationally Certified School Psychologist (NCSP) license.**

6A:9B-14.10 Learning disabilities teacher-consultant

- (a) The learning disabilities teacher-consultant endorsement authorizes the holder to serve as a learning disabilities teacher-consultant in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a learning disabilities teacher-consultant endorsement, a candidate shall:
1. Hold a master's or higher degree from [a regionally] **an** accredited college or university;
  2. Hold a standard New Jersey or out-of-State instructional certificate; and
  3. Have three years of successful teaching experience.
- (c) A candidate who satisfies **the requirements at** (b) above also shall complete one of the following:
1. A Department-approved graduate program for the preparation of learning disabilities teacher-consultants;
  2. A [consultant-level] master's degree in educational disabilities from [a nationally] **an** accredited program; or
  3. A minimum of 24 semester-hour graduate credits chosen from the [areas listed] **topics at (c)3i through x** below. The candidate shall complete [the requirements] **coursework in the topics at (c)3i through ix** below and may take elective credits in any area [in] **at (c)3i through x** below.
    - i. Education of students with disabilities, including study in history of the development of educational services for children in each area of exceptionality; study of present services, research, and professional ethics dealing with the characteristics of children who differ from the norm intellectually, physically, socially, and emotionally; evaluation of present

- practices in the education of students with disabilities; study of the relationship of educational practices and their environmental settings; and cultural and linguistic diversity;
- ii. Learning theory, including study in motivation and its effect on learning; leading theories of learning; rewards and incentives; and interests and climate for learning;
  - iii. Remediation of basic skills, including study in research-based corrective methods and materials as related to specific diagnostic findings, NJSL requirements, and the school and classroom environment;
  - iv. Physiological bases for learning, including study of the neurological development and physical readiness of the normal child for learning; abnormal health conditions that contribute to educational disability; and metabolic and infectious disorders that affect learning;
  - v. Orientation in psychological testing, including study of an overview of tests applicable to educational psychology; interpretation of psychological reports as applied to tests administered; the appropriate use of tests and the potential misuse of test results; and test construction theory;
  - vi. Diagnosis of learning problems, including study of the nature and cause of learning problems; formulating an evaluation plan for educational assessments; administering and interpreting technically sound and culturally responsive standardized instruments and functional assessment procedures to determine educational levels, underlying deficits, and learning style; methods of arriving at a diagnosis based on evidence available from each child study team (CST) member; and ways of reporting diagnostic findings;
  - vii. Accommodations and modifications as a method of providing service to children with learning problems, including utilization of validated methods for

adapting instruction for diverse learning needs; technology for students with disabilities; understanding of accommodations and modifications in curriculum, materials, methods, classroom structures, and assessment; utilization of the individualized education plan (IEP) and [the NJSLs] accommodation and modification **of the NJSLs**; methods to enhance social relationships and positive behavior methods; focus on the inclusive classroom environment; legal issues related to the CST's responsibilities, including the requirements of a free appropriate public education, least restrictive environment, the determination of eligibility, and IEP development;

- viii. Collaboration theory and practice, including theory and process of conducting collaborations; establishing collaborative partnerships between general and special educators, with parents and families, and with paraprofessionals; methods of co-teaching, including in-class support and classroom consultation; preparation for participating in a multidisciplinary CST setting with opportunities for modeling and participation in team staffing[s] and parent conferences; opportunities to observe, rehearse, and present results from evaluations in practice sessions;
- ix. A college-supervised, [consultant] **graduate**-level practicum in diagnosis and remediation of educational disabilities in school and clinical situations[.];
  - (1) The definition and nature of this practicum, and the courses [in] **through** which it will be provided, [should] **shall** be clear in the program description. The practicum shall provide for a minimum of 90 clock hours of college-supervised experience. The practicum shall not be a student-teaching experience; and
- x. Elective study chosen from areas such as group dynamics; methods and materials for teaching students with disabilities; curriculum development in

the teaching of students with disabilities; teaching of reading; assistive/adaptive technology; interviewing and counseling; educational psychology; and community resources.

- (d) [An] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who has obtained the following:
1. A standard instructional certificate;
  2. Three years of teaching experience; and
  3. A minimum of 12 graduate credits in educational disabilities, including psychological testing.

#### 6A:9B-14.11 School occupational therapist

- (a) The school occupational therapist endorsement [is required for service] **authorizes the holder to serve** as an occupational therapist in preschool through grade 12.
- (b) To be eligible for the school occupational therapist endorsement, a candidate shall have:
1. A bachelor's degree from [a regionally] **an** accredited college or university;
  2. Completed a program in occupational therapy from an approved school; and
  3. A currently valid **occupational therapist** license issued by the New Jersey Occupational Therapy Advisory Council.
- (c) An emergency certificate is not available for this endorsement.

#### 6A:9B-14.12 School physical therapist

- (a) The school physical therapist endorsement authorizes the holder to serve as a physical therapist in preschool through grade 12.
- (b) To be eligible for the school physical therapist endorsement, a candidate shall have:
1. A bachelor's degree from [a regionally] **an** accredited college or university;

2. Completed a program in physical therapy from an [approved school] **accredited college or university physical therapy program approved for the education and training of physical therapists by an accrediting agency recognized by the United States Department of Education, Office of Postsecondary Education**; and
  3. A currently valid license issued by the New Jersey Board of Physical Therapy **Examiners**.
- (c) An emergency certificate is not available for this endorsement.

6A:9B-14.13 Reading specialist

- (a) The reading specialist endorsement authorizes the holder to serve as a reading specialist in preschool through grade 12. A reading specialist conducts in-service training of teachers and administrators; coordinates instruction for students or groups of students having difficulty learning to read; diagnoses the nature and cause of a student's difficulty in learning to read; plans developmental programs in reading for all students; recommends methods and materials to be used in the school district reading program; and contributes to the [evaluation] **collection of standardized data as a means of determining and monitoring** the reading achievement of students.
- (b) A candidate **applying** for this endorsement **on or before August 31, 2025**, shall have completed a master's degree from [a regionally] **an** accredited college or university, two years of successful teaching experience, and one of the following:
1. A Department-approved graduate-degree program in reading; or
  2. A program of graduate studies of 30 semester-hour credits consisting of the following:
    - i. Reading foundations;
    - ii. Diagnosis of reading problems;
    - iii. Correction of reading problems;
    - iv. Supervised practicum in reading; and

- v. Study in at least three of the following areas: children's or adolescent literature; measurement; organization of reading programs; psychology; staff supervision; linguistics; special education; research; and foundations of education.

**(c) A candidate applying for this endorsement on or after September 1, 2025, shall have completed a master's degree from an accredited college or university, three years of successful teaching experience, and one of the following:**

- 1. A Department-approved graduate-degree program in reading with a program of study that consists of the following topics or a program of graduate studies of 30 semester-hour credits consisting of the following topics:**
  - i. Advanced study of reading and structured literacy, including phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;**
  - ii. Diagnosis and correction of reading problems, including a supervised clinical experience of at least 30 hours;**
  - iii. Supervised clinical internship in reading that focuses on the implementation of schoolwide literacy leadership, coaching/professional development, and the diagnosis, planning, and correction of reading problems in a supplemental/in-class setting;**
  - iv. Advanced study of children's or adolescent literature with a focus on integration of diverse, multilingual, and/or multicultural text;**
  - v. Organization of reading programs and professional development strategies to improve the teaching of literacy;**
  - vi. Strategies for remediation of writing for learners;**
  - vii. Advance study of integrating literacy strategies across content areas;**
  - viii. Remediation and foundational reading strategies for adolescent readers; and**

- ix. **Advanced study of literacy strategies for supporting students with varying abilities and multilingual learners; or**
  - 2. **Hold a master's degree in literacy, reading, or another related field from an accredited college or university and have completed courses that cover the areas listed at (c)1 above, as indicated on a transcript.**
- [(c)] (d) **An emergency certificate may be issued to a candidate applying for the emergency certificate on or before August 31, 2025, who has obtained the following:**
- 1. A master's degree from [a regionally] **an** accredited college or university;
  - 2. Two years of successful teaching experience; and
  - 3. Completion of 12 graduate credits in the areas listed [in] **at** (b)2 above.
- (e) **An emergency certificate may be issued to a candidate applying for the emergency endorsement on or after September 1, 2025, who has obtained the following:**
- 1. **A master's degree from an accredited college or university;**
  - 2. **Three years of successful teaching experience; and**
  - 3. **Completion of 12 graduate credits in the areas listed at (c)1 above and enrollment in continuing education to meet the remaining requirements listed at (c)1 above.**

6A:9B-14.14 School library media specialist

- (a) The school library media specialist (SLMS) endorsement authorizes the holder to serve as a school library media specialist in preschool through grade 12. The functions include: delivery of instruction in information literacy skills; the development and coordination of school library media programs and resources; and the delivery of instruction in the evaluation, selection, organization, distribution, creation, and utilization of school library media. Media are defined as all print, non-print, and electronic resources, including the technologies needed for their use.

(b) To be eligible for [the SLMS] **a CE with the SLMS endorsement**, a candidate shall hold a master's degree **in library media studies** from [a regionally] **an** accredited college or university. [and complete one of the following:]

- [1. A Department-approved graduate program that specifically prepares the candidate for the certificate; or
2. A master's degree in library media studies from a regionally accredited college; or
3. A program of graduate studies consisting of at least 36 semester-hour credits in a coherent sequence of studies including the following:
  - i. Organization and coordination of school library media programs, resources, and instruction to provide a sequential course of study for students;
  - ii. Application of learning theory to reading, listening, and viewing library media resources;
  - iii. Access, evaluation, selection, and utilization of library media resources;
  - iv. Design and development of multimedia materials;
  - v. Design, development, and integration of information literacy skills and the library media program throughout the school curriculum;
  - vi. Integration of educational resources and technology throughout the school curriculum;
  - vii. Children's literature and young adult literature;
  - viii. Development and implementation of policies and procedures for effective and efficient acquisition, cataloging, processing, circulation, and maintaining equipment and resources to ensure equitable access;
  - ix. Development, implementation, and evaluation of library media programs to meet educational goals, including management of library personnel, resources, and facilities;



- x. Utilization of current and emergent technologies in all phases of school library media programs; and
  - xi. A clinical experience that includes instruction and management. This experience shall be completed in a school library media center.]
- (c) To be eligible for [the SLMS] **a CEAS with the SLMS endorsement**, a candidate shall **hold a master's degree from an accredited college and** complete [the requirements in (b)1 or 3 above and one of] the following:
- 1. Hold a standard New Jersey or out-of-State instructional certificate. A military science endorsement will not satisfy this requirement;
  - [2. Complete a State-approved college educator preparation program with or without clinical practice; or]
  - 2. **A Department-approved graduate program that specifically prepares the candidate for the certificate; or**
  - 3. [Complete a coherent college] **A program [at a regionally accredited college or university] of graduate studies consisting of a clinical experience that includes instruction and management, which shall be completed in a school library media center, and** a minimum of [nine] **36** semester-hour credits in [educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management.] **a coherent sequence of studies, including the following:**
    - i. **Organization and coordination of school library media programs, resources, and instruction to provide a sequential course of study for students;**
    - ii. **Application of learning theory to reading, listening, and viewing library media resources;**
    - iii. **Access, evaluation, selection, and utilization of library media resources;**
    - iv. **Design and development of multimedia materials;**

- v. **Design, development, and integration of information literacy skills and the library media program throughout the school curriculum;**
- vi. **Integration of educational resources and technology throughout the school curriculum;**
- vii. **Children's literature and young adult literature;**
- viii. **Development and implementation of policies and procedures for effective and efficient acquisition, cataloging, processing, circulation, and maintaining equipment and resources to ensure equitable access;**
- ix. **Development, implementation, and evaluation of library media programs to meet educational goals, including management of library personnel, resources, and facilities; and**
- x. **Utilization of current and emergent technologies in all phases of school library media programs.**

(d) To be eligible for a provisional educational services certificate with a SLMS endorsement, the candidate shall:

- 1. Possess a [SLMS] CE or CEAS **with the SLMS endorsement**; and
- 2. Obtain an offer of employment in a position that requires the SLMS endorsement.

(e) To be eligible for the standard educational services certificate with a SLMS endorsement, a candidate shall:

- 1. Possess a provisional educational services certificate with a SLMS endorsement, pursuant to (d) above;
- 2. Complete a coherent [college] program at [a regionally] **an** accredited college or university that includes a minimum of nine semester-hour credits in educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management. Holders of [the SLMS] **a CEAS with the SLMS endorsement** are exempt from this requirement;

3. Complete graduate-level coursework in the school library media topics [listed in] **at** [(b)3] **(c)3** above that were not included in the candidate's library media master's program. Holders of [the SLMS] **a CEAS with the SLMS endorsement** are exempt from this requirement;
4. Complete a year-long school-based residency program in a school library media center. [A certified school administrator, principal, or supervisor shall provide supervision during the candidate's provisional year.] The residency program shall:
  - i. Consist of a supervised residency that includes professional experiences in the delivery of instruction in information literacy skills; the development and coordination of school library media programs and resources; and the delivery of instruction in the evaluation, selection, organization, distribution, creation, and utilization of school library media. [Where possible, the candidate shall be mentored by an]
    - (1) **A school administrator, principal, or supervisor shall provide supervision during the candidate's provisional year. An experienced school library media specialist shall mentor the candidate throughout the residency. If no experienced SLMS is available within the school district to mentor the candidate, an experienced SLMS may be provided by a Commissioner-approved mentoring program; and**
  - ii. Be agreed upon through a Department-issued residency agreement outlining the responsibilities as set forth in this section and entered into by the Department, the employing school, the candidate, and the [State-approved] residency supervisor.
- (f) The [State-approved] residency supervisor shall have primary responsibility to [assure] **ensure** the candidate receives appropriate training, support, mentoring, practicum

experiences, and professional opportunities in the critical job responsibilities specified in the agreement and consistent with (a) above. The residency supervisor also shall evaluate and verify the completion of all required experiences according to the residency agreement's terms and conditions.

- (g) Upon completion of the residency period, the supervisor shall complete a comprehensive evaluation report on the candidate's performance based on the candidate's ability to complete the job duties [in] **at** (a) above and to implement the theoretical concepts [in] **at** [(b)2] **(c)3** above. The supervisor shall discuss the evaluation report with the candidate and both shall sign the report. The **residency supervisor shall submit the** completed evaluation [shall be submitted] to the Office. The evaluation on each candidate shall include one of the following recommendations:
1. Approved: Recommends issuance of a standard educational services certificate with a SLMS endorsement;
  2. Insufficient: Recommends a standard educational services certificate with a SLMS endorsement not be issued, but the candidate be allowed to continue the residency or seek admission to an additional residency. Except for candidates who receive approval pursuant to N.J.A.C. 6A:9B-4.13(d), a candidate who receives a second insufficient recommendation shall be precluded from continuing or re-entering a residency; or
  3. Disapproved: Recommends a standard educational services certificate with a SLMS endorsement not be issued. [A] **The** candidate [who receives a disapproved recommendation] shall be precluded from continuing or re-entering a residency.
- (h) If the candidate disagrees with the residency supervisor's recommendation, the candidate may appeal the recommendation [pursuant to] **in accordance with** N.J.A.C. 6A:9B-4.12.
- (i) The holder of a standard educational services certificate with an associate school library media specialist (**ASLMS**) endorsement shall be eligible for the SLMS upon completion of the requirements [in] **at** [(b)3]] **(c)3** above.

- (j) [An] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who has a bachelor's degree from [a regionally] **an** accredited college or university and has completed a minimum of 12 graduate-level semester-hour credits in school library media.
- (k) An individual who holds one of the following shall be eligible for the standard **certificate with a** SLMS endorsement:
1. A permanent New Jersey school librarian or standard **certificate with an** educational media specialist endorsement; or
  2. A standard [New Jersey Associate School Library Media Specialist (ASLMS)] **certificate with an ALMS** endorsement. [and has completed] **The candidate also shall complete** a graduate-degree program at [a regionally] **an** accredited college or university with specialization in school library media studies.
- (l) Individuals holding the school librarian or educational media specialist endorsement may serve in any position requiring the SLMS endorsement.

6A:9B-14.15 Associate school library media specialist

- (a) **Effective September 1, 2027, the Department will no longer issue the associate school library media specialist (ASLMS) endorsement.**
1. **A candidate who is matriculated and enrolled in classes in a State-approved education preparation program prior to June 1, 2023, and is recommended by their educator preparation program no later than August 31, 2027, shall be eligible for the ASLMS endorsement.**
  2. **Applicants in possession of a written evaluation completed by the Office prior to June 1, 2023, shall have until August 31, 2027, to complete the requirements set forth in the written evaluation. A candidate who does not apply to the Office by August 31, 2027, shall not be eligible for the ASLMS endorsement.**

[(a)] **(b)** The [associate school library media specialist (ASLMS)] endorsement authorizes the holder to serve as a school library media specialist in preschool through grade 12 under the supervision of a certified school administrator, principal, or supervisor. The functions include: delivery of instruction in information literacy skills; the development and coordination of school library media programs and resources; and instruction in the evaluation, selection, organization, distribution, creation, and utilization of school library media. These media are defined as all print, non-print, and electronic resources, including the technologies needed for their use.

[(b)] **(c)** To be eligible for [the ASLMS] **a CE with the ASLMS endorsement**, a candidate shall have completed a bachelor's degree from [a regionally] **an** accredited college or university and one of the following:

1. A Department-approved graduate program that specifically prepares the candidate for the certificate; or
2. A program of graduate studies consisting of at least 18 semester-hour credits in a coherent sequence of studies, including the following:
  - i. Access, evaluation, selection, and utilization of library media resources;
  - ii. Organization and coordination of school library media programs, resources, and instruction to provide [K-12] **preschool through grade 12** students with a sequential course of studies;
  - iii. Children's literature and young-adult literature;
  - iv. Design, development, and integration of information literacy skills throughout the school curriculum;
  - v. Design and development of multimedia materials;
  - vi. Utilization of current and emergent technologies in all phases of school library media programs; and

- vii. A clinical experience that includes instruction and management. This experience [must] **shall** be completed in a school library media center.

[(c)] (d) To be eligible for [the ASLMS] **a CEAS with an ASLMS endorsement**, a candidate shall complete the requirements [in] **at** [(b)] (c) above and one of the following:

1. Hold a standard New Jersey or out-of-State instructional certificate. A military science endorsement shall not satisfy this requirement;
2. Complete a State-approved college educator preparation program with or without clinical practice; or
3. Complete a coherent college program at [a regionally] **an** accredited college or university that includes a minimum of nine semester-hour credits in educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management.

[(d)] (e) To be eligible for a provisional educational services certificate with an ASLMS endorsement, the candidate shall:

1. Possess [an ASLMS] **a CE or CEAS with an ASLMS endorsement**; and
2. Obtain an offer of employment in a position that requires the ASLMS endorsement.

[(e)] (f) To be eligible for the standard educational services certificate with an ASLMS endorsement, a candidate shall:

1. Possess a provisional educational services certificate with an ASLMS endorsement pursuant to [(d)] (e) above;
2. Complete a coherent college program at [a regionally] **an** accredited college or university that includes a minimum of nine semester-hour credits in educational theory, curriculum design and integration, teaching methodology, student/learning development, and behavior management. Holders of [the ASLMS] **a CEAS with an ASLMS endorsement** are exempt from the study requirements; and

3. Complete a year-long school-based residency program in a school library media center. [A certified school administrator, principal, or supervisor shall provide supervision during the candidate's provisional year.] The residency program shall:
  - i. Consist of a supervised residency that includes professional experiences in the delivery of instruction in information literacy skills and the development and coordination of school library media programs and resources. In addition, the residency includes the delivery of instruction in the evaluation, selection, organization, distribution, creation, and utilization of school library media.
    - (1) [Where possible, the candidate shall be mentored by an] **A certified school administrator, principal, or supervisor shall provide supervision during the candidate's provisional year. An experienced school library media specialist shall mentor the candidate throughout the residency. If no experienced SLMS is available within the school district to mentor the candidate, an experienced SLMS may be provided by a Commissioner-approved mentoring program;** and
  - ii. Be agreed upon through a Department-issued residency agreement outlining the responsibilities as set forth in this section and entered into by the Department, the employing school, the candidate, and the [State-approved] residency supervisor.
- [(f)] (g) The [State-approved] residency supervisor shall have primary responsibility to [assure] **ensure** the candidate receives appropriate training, support, mentoring, practicum experiences, and professional opportunities in the critical job responsibilities specified [in this section] **at (b) above**. The residency supervisor also shall evaluate and verify the completion of all required experiences according to the residency agreement's terms and conditions.



[(g)] **(h)** Upon the residency period's completion, the supervisor shall complete a comprehensive evaluation report on the candidate's performance based on the candidate's ability to complete the job [duties in (a)] **responsibilities at (b)** above and to implement the theoretical concepts [in (b)2] **at (c)2** above. The supervisor shall discuss the evaluation report with the candidate and both shall sign the report. The **supervisor shall submit the** completed evaluation [shall be submitted] to the Office. The evaluation on each candidate shall include one of the following recommendations:

1. Approved: Recommends issuance of a standard educational services certificate with an ASLMS endorsement;
2. Insufficient: Recommends a standard educational services certificate with an ASLMS endorsement not be issued, but the candidate be allowed to continue the residency or seek admission to an additional residency. Except for candidates who receive approval pursuant to N.J.A.C. 6A:9B-4.13(d), a candidate who receives a second insufficient recommendation shall be precluded from continuing or re-entering a residency; or
3. Disapproved: Recommends a standard educational services certificate with an ASLMS endorsement not be issued. The candidate [who is disapproved] shall be precluded from continuing or re-entering a residency.

[(h)] **(i)** If the candidate disagrees with the residency supervisor's recommendation, the candidate may appeal the recommendation [pursuant to] **in accordance with** N.J.A.C. 6A:9B-4.12.

[(i)] **(j)** [An] **Upon the executive county superintendent's request, the Office may issue an** emergency certificate [may be issued] to a candidate who completes a bachelor's degree from [a regionally] **an** accredited college or university and a minimum of six graduate semester-hour credits in school library media.

[(j)] **(k)** Policies governing the ASLMS endorsement are as follows:

1. The holder of a standard or permanent New Jersey teacher-librarian or the associate educational media specialist endorsement shall be eligible for the ASLMS endorsement.
  2. The holder of the teacher-librarian or associate educational media specialist endorsement shall be eligible for an extension of the authorization to [include] **carry out** the functions of the ASLMS authorization.
- (l) Any certificate holder who holds the standard ASLMS endorsement prior to August 31, 2027, and the endorsement remains in good standing, may be employed pursuant to the endorsement, as authorized.**

6A:9B-14.16 School orientation and mobility specialist

- (a) The school orientation and mobility specialist endorsement authorizes the holder to serve as an orientation and mobility instructor to blind and visually impaired students in public schools in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with a school orientation and mobility specialist endorsement, the candidate shall:
  1. Hold a bachelor's degree from [a regionally] **an** accredited college or university; and
  2. Hold a valid Orientation and Mobility Specialist certification issued by the Academy for the Certification of Vision Rehabilitation & Education Professionals (ACVREP) or **have successfully matriculated through** a [Category A: University Preparation certification issued] **university program approved** by the National Blindness Professional Certification Board (NBPCB).

6A:9B-14.17 School athletic trainer

- (a) The athletic trainer endorsement authorizes the holder to serve as a school athletic trainer in preschool through grade 12 [pursuant to N.J.S.A. 18A:28-4.b].
- (b) To be eligible for the school athletic trainer endorsement, a candidate shall:

1. Hold a bachelor's degree from [a regionally] **an** accredited college or university; and
  2. Satisfactorily complete the requirements established by the State Board of Medical Examiners for [registration] **licensure** as an athletic trainer, pursuant to N.J.A.C. 13:35-10.
- (c) An emergency certificate is not available for [this] **the school athletic trainer** endorsement.

6A:9B-14.18 Educational interpreter

- (a) [Effective September 1, 2005, the] **The** educational interpreter endorsement shall be required for individuals who provide educational interpreting services, sign language interpreting, oral interpreting, or cued speech transliteration to students who are deaf, [hard of hearing] **hard-of-hearing**, or deaf-blind in preschool through grade 12.
- (b) To be eligible for the standard educational services certificate with [a] **an educational interpreter-sign language interpreting** endorsement, a candidate shall:
1. Hold an associate or higher degree from [a regionally] **an** accredited college or university and complete **both of** the following:
    - i. The Educational Interpreter Performance Assessment (EIPA) with a minimum score of [three] **3.5**; and
    - ii. **Pass the EIPA Written Test and Knowledge Standards; and**
  2. **Complete one of the following:**
    - [ii.] i. [Fifteen] **Twelve** semester hour-credits of professional education coursework that includes study in child development, language development, curriculum development, methods of instruction, interpreting for deaf-blind students, and legal and ethical issues for educational interpreters. Such study may be part of, or in addition to, the degree program and may be completed at an accredited two-year college; or
    - ii. **A certificate of educational interpreting from an accredited two or four-year college.**

- [2. Have a high school diploma or a General Education Diploma (GED); demonstrated interpreting skills as evidenced through the possession of a sign language certificate from the Registry of Interpreters for the Deaf, the National Association of the Deaf, or other Department-approved national accrediting agencies for sign language interpreting; and complete the following:
- i. The EIPA with a minimum score of three; and
  - ii. Fifteen semester-hour credits of professional education coursework that includes study in child development, language development, curriculum development, interpreting for deaf-blind students, legal and ethical issues for educational interpreters, and methods of instruction. The study may be completed at an accredited two-year college.
- (c) To be eligible for the standard educational services certificate with an oral interpreting endorsement, a candidate shall:
1. Have a high school diploma, a GED, or an associate or higher degree;
  2. Demonstrate interpreting skills as evidenced through the possession of an oral interpreting certificate from a Department-approved accrediting agency; and
  3. Complete 15 semester-hour credits of professional education coursework that includes study in child development, language development, curriculum development, interpreting for deaf-blind students, legal and ethical issues for educational interpreters, and methods of instruction. The study may be completed at an accredited two-year college.]

[(d)] **(c)** To be eligible for the standard educational services certificate with [a cued] **an educational interpreter-cued** speech transliteration endorsement, a candidate shall:

    1. Have [a high school diploma, a GED, or] an associate or higher degree; **and**
    2. [Demonstrate interpreting skills as evidenced through the possession of a cued speech transliteration certificate from a Department-approved accrediting agency;

and] **Achieve a minimum score of 3.5 on the EIPA for cued speech or possess Testing/Evaluation and Certification Unit (TECUnit) certification; and one of the following:**

[3.] i. Complete 15 semester-hour credits of professional education coursework that includes study in child development, language development, curriculum development, interpreting for deaf-blind students, legal and ethical issues for educational interpreters, and methods of instruction. The study may be completed at an accredited two-year college[.]; **or**

ii. **Pass the EIPA Written Test and Knowledge Standards.**

[(e)] (d) An emergency educational interpreter certificate [in] **with an educational interpreter-sign language interpreting endorsement** may be issued to a candidate with [a high school diploma or GED] **an associate or higher degree**, and who has completed the EIPA with a minimum score of [three] **3.5**. The emergency certificate may be renewed a total of three times.

[(f)] An emergency educational interpreter certificate in oral interpreting may be issued to a candidate with a high school diploma or GED and an oral interpreting certificate from a Department-approved accrediting agency. The emergency certificate may be renewed a total of three times.]

[(g)] (e) An emergency educational interpreter certificate [in] **with a cued speech transliteration endorsement** may be issued to a candidate with [a high school diploma or GED] **an associate or higher degree** and a [cued speech transliteration certificate from a Department-approved accrediting agency] **minimum score of 3.5 on the EIPA for cued speech or possess TECUnit certification**. The emergency certificate may be renewed a total of three times.

6A:9B-14.19 Cooperative education coordinator – hazardous occupations

- (a) The cooperative education coordinator (CEC) – hazardous occupations endorsement authorizes the holder to serve as a coordinator supervising career and technical education students who are participating in cooperative education experiences in hazardous occupations, in accordance with N.J.S.A. 34:2-21.1 **et seq.**, [Child labor laws,] and N.J.A.C. 6A:8 and 6A:19. This endorsement also authorizes the holder to place and supervise career and technical education students in school-sponsored cooperative education experiences as part of a career and technical education program, and to supervise students participating in any other SLE in any career cluster.
- (b) To be eligible for the CEC – hazardous occupations endorsement, the candidate shall present:
  - 1. A standard instructional certificate with a career and technical education endorsement in any field;
  - 2. Evidence of two years of successful teaching under a **standard** certificate in career and technical education **with a hazardous occupations endorsement**, and completion of the following:
    - i. Training in child labor, wage and hour, and wage payment laws and regulations, as required by the Department of Labor and Workforce Development and the U.S. Department of Labor in [accord] **accordance** with N.J.S.A. 34:2-21.1 **et seq.**, and [57, N.J.S.A. 34:11-4 and 56,] N.J.A.C. 12:56 and 12:58[, and 29 CFR 570 and 1900];
    - ii. A minimum of 20 hours of training or a Department-approved equivalent program in safety and health and required Department procedures and planning for SLEs, pursuant to N.J.A.C. 6A:19;

- iii. Two graduate-level college courses or a Department-approved equivalent program in instructional strategies for work-based education and career information/occupational guidance; and
- iv. One-thousand hours of employment experience in a hazardous occupation, as approved by the chief school administrator, in accordance with N.J.S.A. 34:2-21.1 et seq.

- (c) Individuals holding a Vocational-Technical Coordinator: Cooperative Industrial Education endorsement as of January 20, 2004, may serve in a position requiring the CEC - hazardous occupations endorsement in any career cluster.
- (d) An emergency certificate in CEC – hazardous occupations may be issued to a candidate who meets the requirements [in] **at (d)1** through 3 below. The candidate shall complete the requirements for the standard certificate in no more than 24 months from the issuance date of the emergency certificate.
  - 1. A standard [career and technical education] instructional certificate **with a career and technical education endorsement**;
  - 2. Two years of successful career and technical education teaching experience; and
  - 3. One-thousand hours of employment experience in a hazardous occupation, as approved by the chief school administrator, in accordance with N.J.S.A. 34:2-21.1 et seq.

#### 6A:9B-14.20 Cooperative education coordinator

- (a) The cooperative education coordinator endorsement authorizes the holder to serve as a coordinator supervising career and technical education students who are participating in cooperative education experiences in non-hazardous occupations in accordance with N.J.S.A. 34:2-21.1 et seq., and N.J.A.C. 6A:8 and 6A:19. This endorsement also permits the holder to supervise students participating in any other non-hazardous SLE in any career cluster.
- (b) To be eligible for the endorsement, the candidate shall present:

1. A standard instructional certificate with a career and technical endorsement in any field; and
  2. Evidence of completion of two years of teaching under a **standard** certificate in career and technical education, and completion of the following:
    - i. Training in child labor, wage and hour, and wage payment laws and regulations, as required by the Department of Labor and Workforce Development and the U.S. Department of Labor in [accord] **accordance** with N.J.S.A. 34:2-21.1 **et seq.**, and [57, N.J.S.A. 34:11-4 and 56,] N.J.A.C. 12:56 and 12:58[, and 29 CFR 570 and 1900];
    - ii. A minimum of 20 hours of training or a Department-approved equivalent program in safety and health and required Department procedures and planning for SLEs, pursuant to N.J.A.C. 6A:19; and
    - iii. Two graduate-level college courses or a Department-approved equivalent program in instructional strategies for work-based education and career information/occupational guidance.
- (c) The holder of a vocational-technical coordinator: cooperative industrial education endorsement or the teacher-coordinator of cooperative vocational-technical education in the occupational areas of agriculture education, distributive education, health occupations, home economics education, or business education endorsements may serve in a position requiring the CEC endorsement in any career cluster.
- (d) An emergency [CEC] certificate **with a cooperative education coordinator endorsement** may be issued to a candidate who meets the requirements [in] **at** (d)1 and 2 below. The candidate shall complete the **following** requirements for the standard certificate in no more than 24 months from the issuance date of the emergency certificate[.]:



1. A standard [career and technical education] instructional certificate **with a career and technical education endorsement**; and
2. Two years of successful career and technical education teaching experience.

#### 6A:9B-14.21 Requirements for interstate reciprocity

- (a) Notwithstanding any other provision of this subchapter, any applicant for **an** educational services [certification] **certificate** who presents a valid educational services certificate issued by any other state shall be issued, upon payment of the appropriate fee, a New Jersey educational services standard certificate for the equivalent [and currently issued] **current** New Jersey endorsement. If there is no equivalent current New Jersey endorsement, the provisions [of] **at** N.J.A.C. 6A:9B-14.1 through 14.20 shall apply to interstate reciprocity. [There are three] **The following** limitations [to this rule] **apply**:
  1. If New Jersey has an equivalent endorsement with a required subject-matter test for the applicant's endorsement, the applicant shall have passed a state subject-matter test to receive [his or her] **the** out-of-State endorsement, or else shall pass the appropriate New Jersey subject-matter test. This limitation shall not apply if the applicant has five years of experience in good standing under the out-of-State certificate, as documented by a letter of experience from the applicant's supervisor or authorized school district representative;
  2. An applicant for interstate reciprocity for a New Jersey educational services [endorsement] **certificate** that requires a residency shall receive a CE or CEAS [as governed by] **pursuant to** this subchapter; and
  3. Applicants for educational services reciprocity shall meet all other requirements in this subchapter for State-issued professional licenses or [certificates] **certifications**.

**6A:9B-14.22 Bilingual language paraprofessional credential**

**(a) The bilingual language paraprofessional credential may be utilized for individuals who provide bilingual instructional support services in preschool through grade 12.**

**(b) To be eligible for the bilingual language paraprofessional credential, a candidate shall fulfill either (b)1 or 2 below and shall fulfill (b)3 below, as follows:**

- 1. Complete 60 semester-hour credits at an institution of higher education; or**
- 2. Hold an associate or higher degree from an accredited college or university and meet the test of subject-matter knowledge requirement at N.J.A.C.**

**6A:9B-9.1(a)2 by demonstrating:**

**i. Oral and writing competence in English by:**

- (1) Passing a Department-approved, nationally recognized test of oral and written proficiency in English; or**
- (2) Establishing the candidate as a speaker of English who was primarily educated in English at the undergraduate or graduate level; and**

**ii. Oral and writing competence in the target language by:**

- (1) Passing a Department-approved, nationally recognized test of oral and written proficiency in the target language; or**
- (2) Establishing the candidate as a speaker of the target language who was primarily educated in the target language at the undergraduate or graduate level; and**

- 3. Complete six semester-hour credits of professional education coursework that includes studies in language acquisition, developing literacy skills for a language learner, methods of teaching content in bilingual education, or theory and practice of teaching bilingual education. Such studies may be part of, or in addition to, a degree program and may be completed at an accredited two- or four-year college.**

#### **6A:9B-14.23 Early literacy specialist**

- (a) The early literacy specialist endorsement authorizes the holder to serve as a reading specialist in preschool through grade three. An early literacy specialist conducts in-service training of teachers and administrators; coordinates instruction for students or groups of students having difficulty learning to read; diagnoses the nature and cause of a student's difficulty in learning to read; plans developmental programs in reading for all students; recommends methods and materials to be used in the school district reading program; and contributes to the collection of standardized data as a means of determining and monitoring the reading achievement of students.**

**Additionally, the early literacy specialist may serve as the primary general education interventionist for any student in preschool through grade three with a reading or literacy difficulty that is the result of dyslexia or dysgraphia.**

- 1. The early literacy specialist endorsement will be required, beginning at the start of the 2026-2027 school year, to serve in roles that align with the authorizations at (a) above.**
- (b) A candidate for the early literacy specialist endorsement shall have a bachelor's degree from an accredited college or university, three years of successful teaching experience, a standard New Jersey instructional certificate with a preschool through grade three or elementary endorsement, and one of the following:**
- 1. Complete a Department-approved post-baccalaureate program that is a minimum of 18 semester-hour credits with a program of study consisting of the following:**
    - i. Advanced study of reading and structured literacy, including phonics, phonemic awareness, vocabulary, reading comprehension, fluency, and concepts of print;**
    - ii. Diagnosis and correction of literacy problems of early learners, including a supervised clinical experience of at least 30 hours;**

- iii. **Organization of reading programs and professional development strategies to improve the teaching of literacy;**
  - iv. **Supervised clinical internship in reading that focuses on the implementation of schoolwide literacy leadership, coaching/professional development, and the diagnosis, planning, and correction of reading problems in a supplemental/in-class setting;**
  - v. **Methodology that incorporates multi-sensory instructional approaches for teaching early literacy skills and that helps to remediate learning for students with dyslexia and/or dysgraphia;**
  - vi. **Strategies for remediation of writing for early learners with a focus on the development of fine-motor skills related to the process of writing; and**
  - vii. **Advanced study of literacy strategies for supporting students with varying abilities and multilingual learners.**
2. **Hold a master’s degree in early literacy, literacy, reading, or another related field from an accredited college or university and courses that cover the areas listed at (b)1 above as indicated on a transcript.**

#### Subchapter 15. [Qualifying] Academic **Qualifying** Credentials

##### 6A:9B-15.1 [Definition; procedure] **Academic Qualifying Credentials**

- (a) “[Qualifying] Academic [Certificate (QAC)] **Qualifying Credential**” (**AQC**) means a [certificate] **credential** issued by the Commissioner of Education to applicants for mortuary science and chiropractic licenses. The [QAC] **AQC** is issued to [those] individuals regulated by licensing authorities under the supervision of the New Jersey Division of Consumer Affairs[,] and certifies that the applicants have completed their preliminary academic education.

**(b) Each applicant for a mortuary science or chiropractic license shall satisfy preliminary academic education criteria, as required by the respective licensing authorities under the supervision of the New Jersey Division of Consumer Affairs.**

[(b)] **(c)** Applicants for the [QAC] **AQC** shall submit official transcripts to the Commissioner as evidence they have completed the preliminary academic education required for the certificate's issuance.

[(c)] **(d)** In accordance with **the fee schedule at N.J.A.C. 6A:9B-5.6(b)**, applicants for the [QAC] **AQC** shall submit with their application [a certified check or money order payable to the Treasurer of the State of New Jersey] **payment of the fee, as instructed in the application.**

#### [6A:9B-15.2 Requirements

Each applicant for a mortuary science or chiropractic license shall satisfy preliminary academic education criteria as required by the respective licensing authorities under the supervision of the New Jersey Division of Consumer Affairs.]