

New Jersey Department of Education

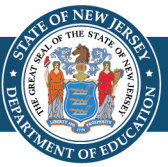


Teacher Recruitment and Retention

Recruitment, Preparation and Certification

Division of Field Support and Services

February 7, 2024





Overview of Recruitment, Preparation and Certification



The Office of Recruitment, Preparation & Certification's mission is to ensure that all school districts and students have equitable access to diverse, high-quality, culturally competent, and pedagogically prepared educators who provide a safe learning environment for students.

- Receive, review, and evaluate the credentials, scholastic records of educators and all other related information to determine eligibility for issuance/denial of instructional, administrative, and educational services certificates for employment in the public schools of New Jersey, as well as to coordinate the successful induction of novice teachers, administrators, and educational services personnel into the profession.
- Collaborate with internal and external stakeholders for data gathering, policy decision making and communicating pertinent information for all major initiatives such as NJEdCert, Diversifying the Educator Workforce, NJPREPP, educator workforce supply and demand, the Governor's priorities, and statutory requirements.





Statutory and Regulatory Updates



1. Limited Certificate of Eligibility (CE)/Certificate of Eligibility with Advanced Standing (CEAS) Pilot Program
2. Eliminated EdTPA
3. Created add-on endorsements (STEM and Humanities)
4. Interstate Reciprocity Pilot Program
5. Temporary Certificate for Military Spouses and Initial Application Fee Waiver
6. Extend the renewal period an additional five years for non-citizen standard certificates.
7. Decreased minimum credits needed for substitute certification
8. Decreased number of required credits to obtain a science certificate if already holding a science certificate.
9. Decreased minimum cut scores for ACT, GRE, SAT from top two-thirds to fiftieth percentile and allow for a master's degree or terminal degree to satisfy the basic skills requirements. Created additional pathways to receive a standard Career and Technical Education certificate rather than taking the basic skills test.
10. Made various endorsement area requirements more attainable.



Overview of Recruitment Unit



The Office of Recruitment, Preparation and Certification works to support institutions of higher education, school districts, and other educational entities to encourage a more robust and diverse pool of teachers for the state of New Jersey. The recruitment unit focuses on the following goals:

- Strive for student access to high quality educators of diverse backgrounds in every content and geographic area;
- Increase awareness and promote positive messaging about the teaching profession and encourage individuals to explore the profession in New Jersey; and
- Provide more effective and efficient resources for those hiring and retaining educators, and prospective and current educators





Recruitment Services



1. Military Liaison
2. Troops to Teachers
3. Loan Forgiveness
4. Extended Customer Service Hours
5. More efficient application process through NJEdCert
6. User Friendly Website
7. Certification Fee Holiday





Recruitment and Retention Projects



1. Regional Education Lab (REL) Project
2. Mid-Atlantic Comprehensive Center (MACC – Region 4)
3. Future Educators Association (FEA) partnership
4. Collaborative for Diversifying the Teacher Workforce
5. Public Relations Campaign
6. State Budget allocation for paraprofessionals
7. The Reading Acceleration Professional Integrated Development (RAPID)
8. Rapid Plus





Recruitment Initiatives



Diversifying the Teacher Workforce Initiative

- Minority Teacher Development grant
- Minority Teacher Quality and Retention grant
- K-12 Workforce Diversity Program
- Diverse Learner-Ready Teacher (DLRT) committee
- Annual Convening on Diversifying the Teacher Workforce





Retention Projects/Services



1. Awards to Educators:

- Governor's Educator of the Year (State and County teachers);
- Milken Educator Awards program;
- Distinguished Clinical Interns and Cooperating Teachers Awards; and,
- Presidential Awards for Excellence in Math, Science and Technology

2. Professional Development

3. District and EPP Partnerships

4. Loan Forgiveness



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Thank You!



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