

Limited Certificate of Eligibility (CE) and Certificate of Eligibility with Advanced Standing (CEAS) Pilot Program Report

Office of Recruitment, Preparation and Certification
Division of Teaching and Learning Services

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Legislative Response to Teacher Shortage: Limited Certification Pilot Program

P.L. 2021, c.224 Establishes Five-Year Pilot Program for Limited CE and CEAS Certificates

Program Purpose:

- Address teacher shortages by enabling qualified candidates to waive one certification requirement
- Support individuals demonstrating competency but unable to meet a single certification requirement
- Limited to instructional certificates only (not administrative)

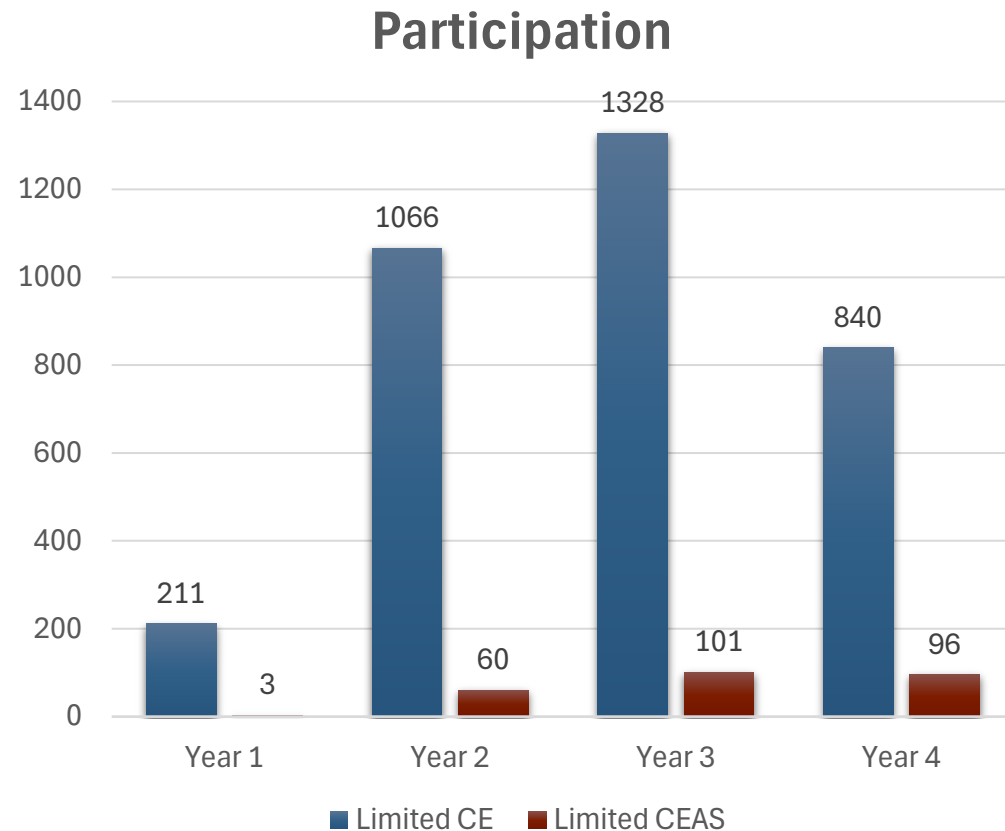
Key Parameters:

- Candidates may waive ONE requirement:
 - Minimum GPA
 - Subject area course credits (CE only)
 - Basic skills assessment (CE only and prior to January 1, 2025)
 - Subject matter assessment (Praxis II)
- Limited certificates valid only in Commissioner-approved districts
- Annual reporting to State Board of Education required



Program Participation and Growth

3,445 Limited Certificates Issued Across Four Pilot Years with Increasing Alignment to Certification Areas



Employment Alignment Progress:

- 419 districts approved to employ Limited Certificate holders
- 391 districts actively employing Limited Certificate holders
- 1,922 teachers with Limited Certificates working in approved districts
- 1,527 (79%) teachers working in the area of their Limited Certification

Year-over-Year Alignment Improvement:

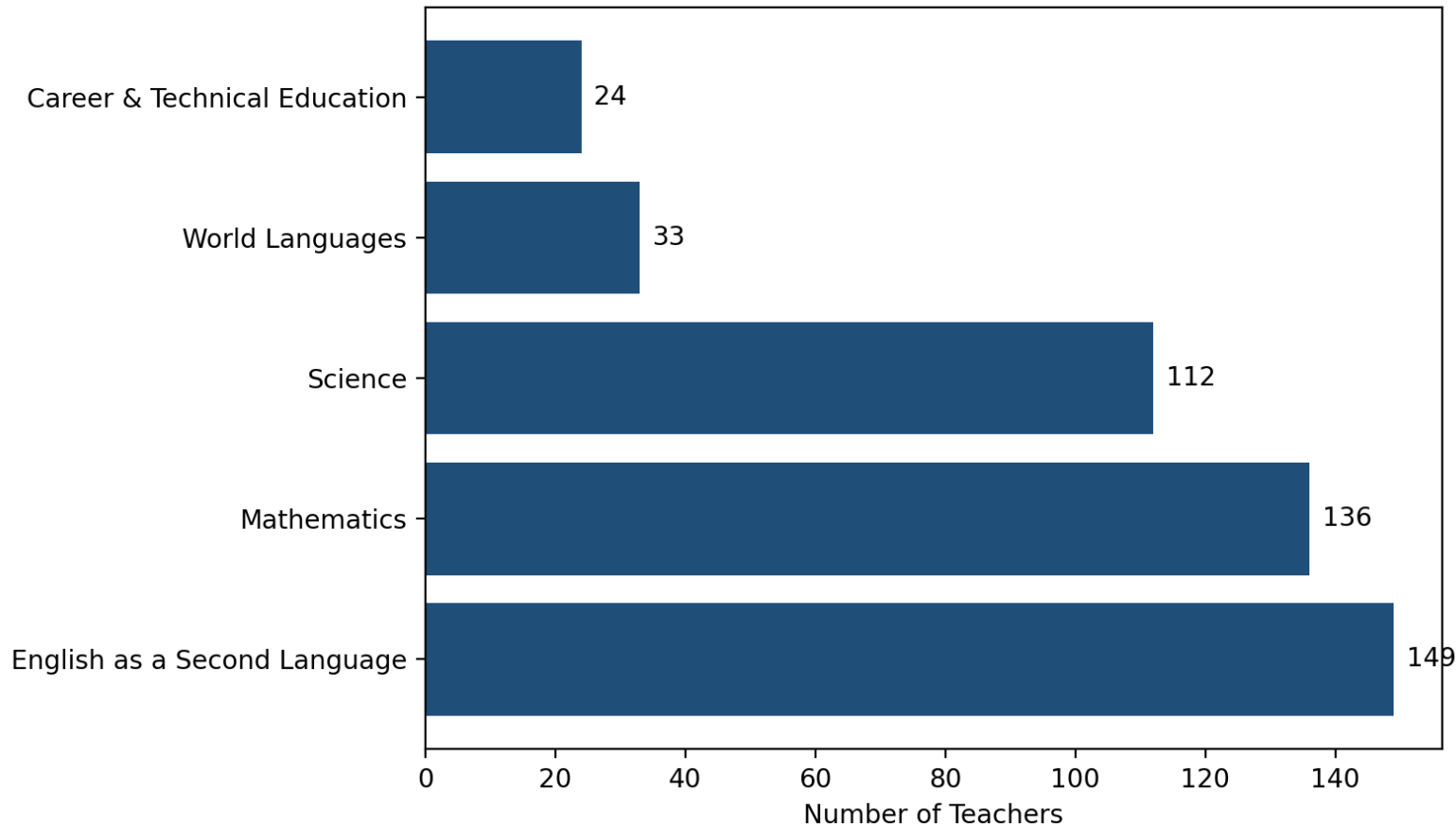
- Pilot Year 1: 37% working in certification area
- Pilot Year 4: 79% working in certification area



Impact on Federal Teacher Shortage Areas

454 (24%) of Limited Certificate Holders Teaching in Critical Needs Disciplines

Limited Certificate Holders in Federal Teacher Shortage Areas (n=454)



Nearly one-quarter of Limited Certificate holders are serving in high-need shortage areas – concentrated most heavily in ESL, Math, and Science



Teacher Performance Outcomes

Limited Certificate Holders Demonstrate Comparable Median Student Growth Percentile Results to Traditional Novice Teachers

Teachers	Ineffective	Partially Effective	Effective	Highly Effective	No Rating
Teachers with a Limited Certificate (<i>n</i> =120)	5%	12.5%	72.5%	4.17%	5.83%
All New Jersey Novice Teachers (<i>n</i> =4,040)	4.16%	14.85%	62.82%	14.85%	4.01%

- *Educators holding Limited Certificates demonstrated median student growth outcomes comparable to those of novice teachers with non-limited certificates.*
- *However, a notable difference emerged in the Highly Effective performance category, where novice teachers with non-limited certificates were more likely to receive the highest rating.*



Program Evolution and Findings

Analysis of Waived Requirements and Considerations for Program Continuation Beyond 2027

Overall Summary

- 3,445 instructional certificates issued over four pilot years
 - 1,922 employed teachers
 - 454 teachers deployed in federal teacher shortage areas
 - 79% employment alignment to certification area (increased from 37% in Year 1)
 - Performance outcomes comparable to traditional novice teachers
- The Praxis I assessment was the most frequently waived requirement for **Limited CE** candidates (41.63%), followed by GPA and the Praxis II exam.
 - In 2024, New Jersey eliminated basic skills as a standard certification requirement for all candidates. However, candidates seeking a **Limited CE** to waive a different requirement must now pass Praxis Core as a condition of program eligibility.
 - This may help explain the decline in **Limited CE** participation.
 - For **Limited CEAS** candidates, Praxis II was the requirement waived 99% of the time.



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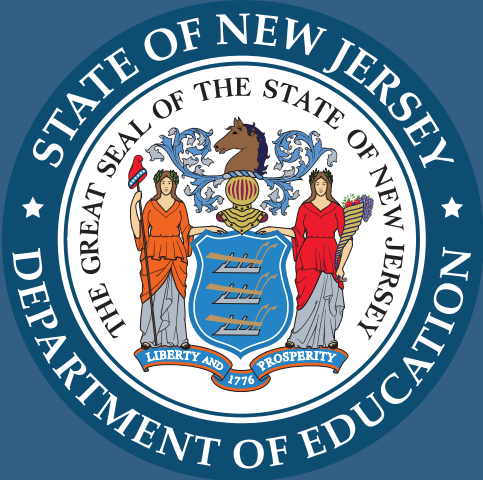
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Appendix: Limited Certificate of Eligibility Pilot

Enabling Qualified Candidates to Enter the Classroom Through Targeted Requirement Flexibility

Limited CE Pathway:

- Bachelor's degree required
- Meet all standard CE requirements except one waived requirement:
- Minimum subject-matter course content credits; OR
- Minimum required GPA; OR
- Basic skills assessment (Praxis Core); OR
- Subject-matter assessment (Praxis II)

Limited CEAS Pathway:

- Complete NJ state-approved teacher preparation program
- Meet all standard CEAS requirements except one waived requirement:
- Minimum required GPA; OR
- Subject-matter assessment (Praxis II)

Key Policy Change:

P.L. 2024, c.26 eliminated Praxis Core as standard requirement

Candidates no longer need waiver for basic skills assessment under standard certification

Limited CE candidates seeking to waive other requirements must still pass Praxis Core

