The New Jersey State Seal of Biliteracy

Office of Standards

November, 2026

nj.gov/education

AGENDA

- Welcome and Introductions
- What is the Seal of Biliteracy
- Benefits of the Seal for Institutions and Students
- Q&A

What is the State Seal of Biliteracy?

Offered in all 50 states and the District of Columbia.

The New Jersey Department of Education (NJDOE) awards the State Seal of Biliteracy to *graduating* high school and adult high school students who can demonstrate proficiency in English in addition to one or more world languages.

Requirements

- Demonstrate proficiency in the English language
- Demonstrate at least Intermediate Mid linguistic proficiency level (or higher) in a world language using an NJDOE-approved assessment

Offered by 86.8% of all public high school districts across all 21 counties in NJ.

A Tier 1 Industry-Valued Credential.

Source: https://sealofbiliteracy.org/ and *N.J.A.C. 6A:8-5.3(f)*

Who earned the Seal: By County 2025

County	% of 12th Graders in County	County	% of 12th Graders in County
Atlantic	9.51%	Middlesex	12.98%
Bergen	14.43%	Monmouth	10.51%
Burlington	5.57%	Morris	11.70%
Camden	8.35%	Ocean	7.56%
Cape May	12.07%	Passaic	11.88%
Cumberland	12.65%	Salem	3.09%
Essex	13.52%	Somerset	17.99%
Gloucester	4.64%	Sussex	4.90%
Hudson	13.77%	Union	14.95%
Hunterdon	14.09%	Warren	3.51%
Mercer	11.47%	Charters*	4.08%

*The NJDOE has grouped Charter Schools from across the State into their own “county”. Their totals are not included in each county.

Who earned the Seal: Student Demographics 2025

Student Group	% of 12th Graders in Group	Compared to 2024
All Students	11.1%	↑
American Indian or Alaska Native	10.4%	↑
Asian	14.7%	↑
Black or African American	2.0%	↑
Hispanic/Latino	19.9%	↑
Native Hawaiian or Pacific Islander	7.7%	↑
White	6.6%	↑
Two or More Races	5.4%	↓
Economically Disadvantaged	14.2%	↑
Students with Disabilities	1.3%	↑
Students Experiencing Homelessness	8.7%	↑
Students in Foster Care	3.0%	↑
Military-Connected Students	7.3%	↓
Migrant Students	11.8%	↑

Total Number of Seals by Language in 2026

In 2026, Seals were awarded in 59 different languages.

Language	Total Seals	Language	Total Seals	Language	Total Seals	Language	Total Seals
Albanian	17	Filipino	31	Khmer	<10	Swahili	<10
American Sign Language	205	French	781	Korean	189	Swedish	<10
Amharic	<10	Ga	<10	Latin	207	Tagalog	<10
Arabic	105	Georgian	19	Lithuanian	<10	Tamil	27
Armenian	<10	German	117	Macedonian	<10	Telugu	10
Bangla	<10	Greek	16	Marathi	<10	Thai	<10
Bengali	<10	Gujarati	18	Nepali	<10	Turkish	92
Bosnian	<10	Haitian Creole	148	Norwegian - Bokmal	<10	Twi	<10
Bulgarian	<10	Hebrew	46	Persian	<10	Ukrainian	64
Chinese	267	Hindi	76	Polish	137	Urdu	43
Chinese - Cantonese	<10	Hungarian	<10	Portuguese	448	Vietnamese	16
Croatian	<10	Indonesian	<10	Punjabi	<10	Wolof	<10
Czech	<10	Italian	260	Russian	190	Yoruba	10
Dutch	<10	Japanese	70	Serbo-Croatian	<10	Zomi	<10
Farsi	<10	Kannada	<10	Spanish	10,306		

The Cost

- There is no cost to Institutions of Higher Education.
- Districts can choose to pay for assessments or pass the cost along to families.

World Language Assessments Taken to Earn Seal of Biliteracy

Historical Data

World Language Assessment	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	Total Since 2017	
	# of Seals	# of Seals	# of Seals	# of Seals	# of Seals	# of Seals	# of Seals	# of Seals	# of Seals	# of Seals	# of Seals	% of Seals
STAMP	658	1,593	2,815	4,177	3,073	4,143	5,244	6,469	7,942	8,338	44,452	58.2%
AAPPL	607	1,042	1,665	1,642	1,460	1,830	2,264	2,615	2,819	3,431	19,375	25.4%
AP	480	612	821	884	2	845	866	1,026	1,064	1,137	7,737	10.1%
STAMP WS		-	-	31	180	22	117	182	258	401	1,191	1.6%
ALIRA	140	161	84	207	104	126	109	38	42	54	1,065	1.4%
OPIWPT	78	132	44	99	66	83	103	100	153	157	1,015	1.3%
ALTA		-	-	-	-	6	43	103	112	126	390	0.5%
IB	41	29	22	14	13	28	23	7	3	6	186	0.2%
SLPIASL	13	10	11	12	16	6	14	8	-	0	90	0.1%
STAMP ASL								33	125	201	359	0.5%
STAMP LAT								90	119	152	361	0.5%
AAPPL ASL										4	4	0.0%
Other	9	-	6	42	39	2	1	1	7	4	111	0.1%

Source: NJ Department of Education, 2026

Verification by NJDOE

For each student awarded the Seal, NJDOE verifies:

- Passing scores on an approved language assessment.
- English Language Arts Graduation Pathway leads to high school graduation.

Documentation

On the student transcript as of academic year 2025-2026:

New Jersey
State Seal of Biliteracy
&
Language(s)

Certificate with an image of the Seal & Commissioner's Signature

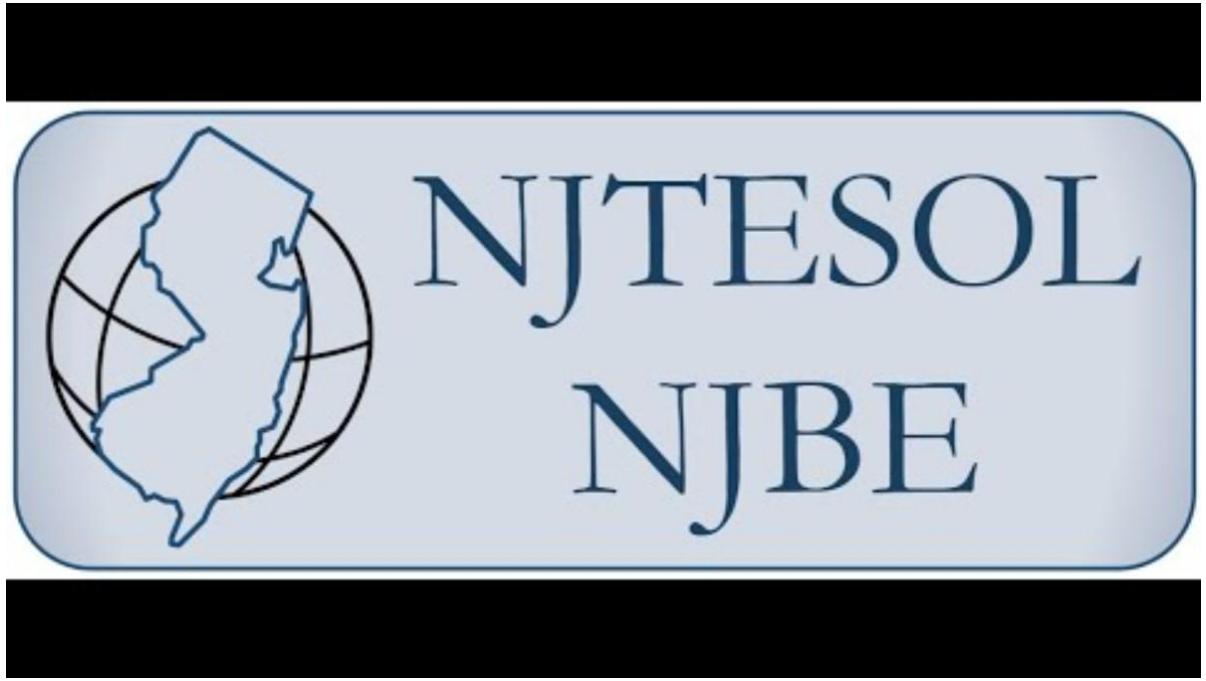


Benefits for Institutions and Students

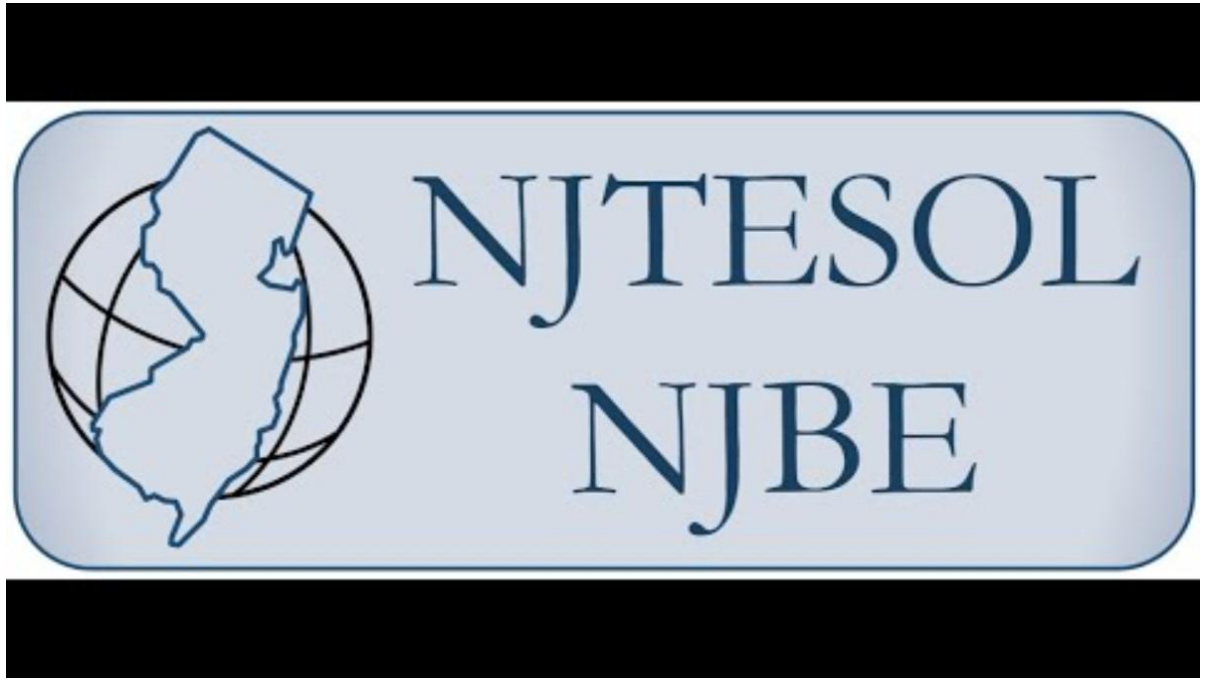
Aid with Placement	• Feeds into Institutions awarding Global Seal of Biliteracy. • Recognizes prior learning of students.
Confirms Multilingual Skills	• For roles and jobs on campus.
Employability	• Employers across all sectors are looking for soft skills that are developed through Multilingualism.
Awarding Credit	• Increases the number of students who complete minors and majors in languages, as well as gen eds.

Seal of Biliteracy Recipient Voices

Why earn the Seal of Biliteracy?



Why is it important to earn the Seal of Biliteracy?



Video credit: New Jersey Teachers of English to Speakers of Other Languages/New Jersey Bilingual Educators

Aid with Placement

- Feeds into Institutions awarding Global Seal of Biliteracy.
- Recognizes prior learning of students.

Confirms Multilingual Skills

- For roles and jobs on campus.
- For research opportunities.

Employability

- Employers across all sectors are looking for durable skills that are developed through Multilingualism.

What is the State Seal of Biliteracy? (con't)

It is a Tier 1 Industry Valued Credential.

In 2026, students across all career clusters earned the Seal of Biliteracy

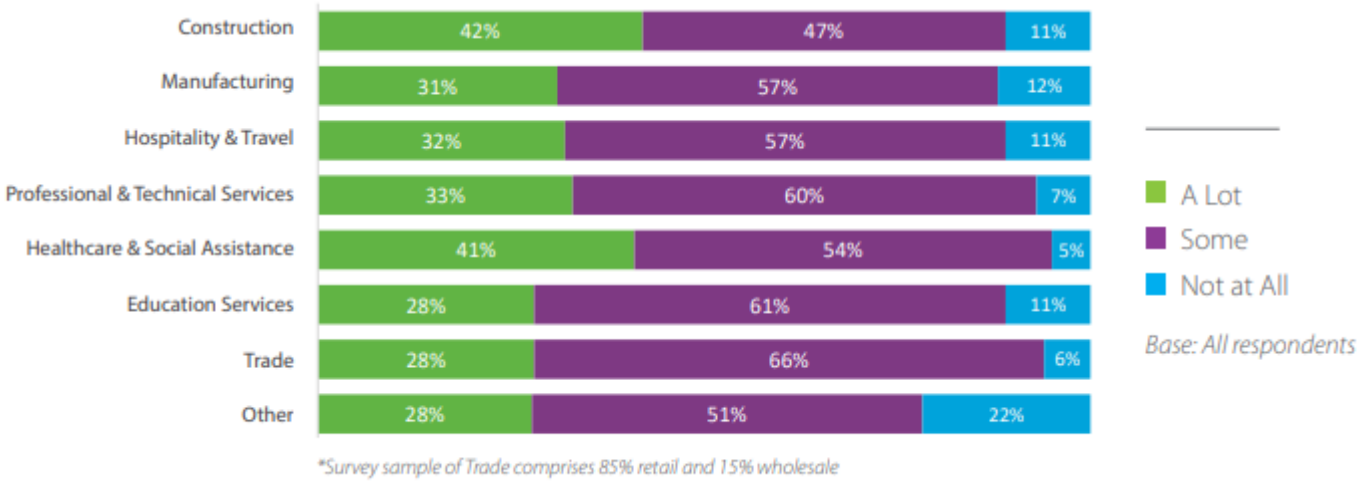
Career Cluster	Number of Seal Recipients
Agriculture, Food & Natural Resources	32
Architecture & Construction	115
Arts, A/V Technology & Communications	469
Business Management & Administration	143
Education & Training	100
Finance	119
Government & Public Administration	44
Health Science(s)	426
Hospitality & Tourism	271
Human Services	125
Information Technology	166
Law, Public Safety, Corrections & Security	89
Manufacturing	36
Marketing	53
Science, Technology, Engineering & Mathematics	379
Transportation, Distribution & Logistics	72

Source: NJ Department of Education, 2026

Employability

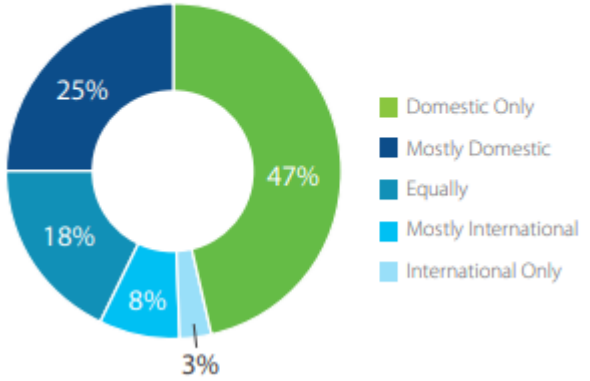
- 9 out of 10 US Employers rely on employees with language skills other than English.
- 56% say their language demand will increase in the next five years.

Figure 3: Reliance on U.S.-Based Employees with Foreign Language Skills, by Sector



*Survey sample of Trade comprises 85% retail and 15% wholesale

U.S. Employers' Domestic and International Foreign Language Needs



Source: Making Languages Our Business (ACTFL, 2019)

Seal of Biliteracy Recipient Voices

What was the impact of the Seal of Biliteracy after high school?





Video credit: New Jersey Teachers of English to Speakers of Other Languages/New Jersey Bilingual Educators

Awarding Credit

- Increases the number of students who complete minors and majors in languages, as well as gen eds.
- Recognizes prior learning of students.

Atlantic Cape Community College

https://atlanticcape.edu/one-stop/student-types/high-school/articulation-agreement.php

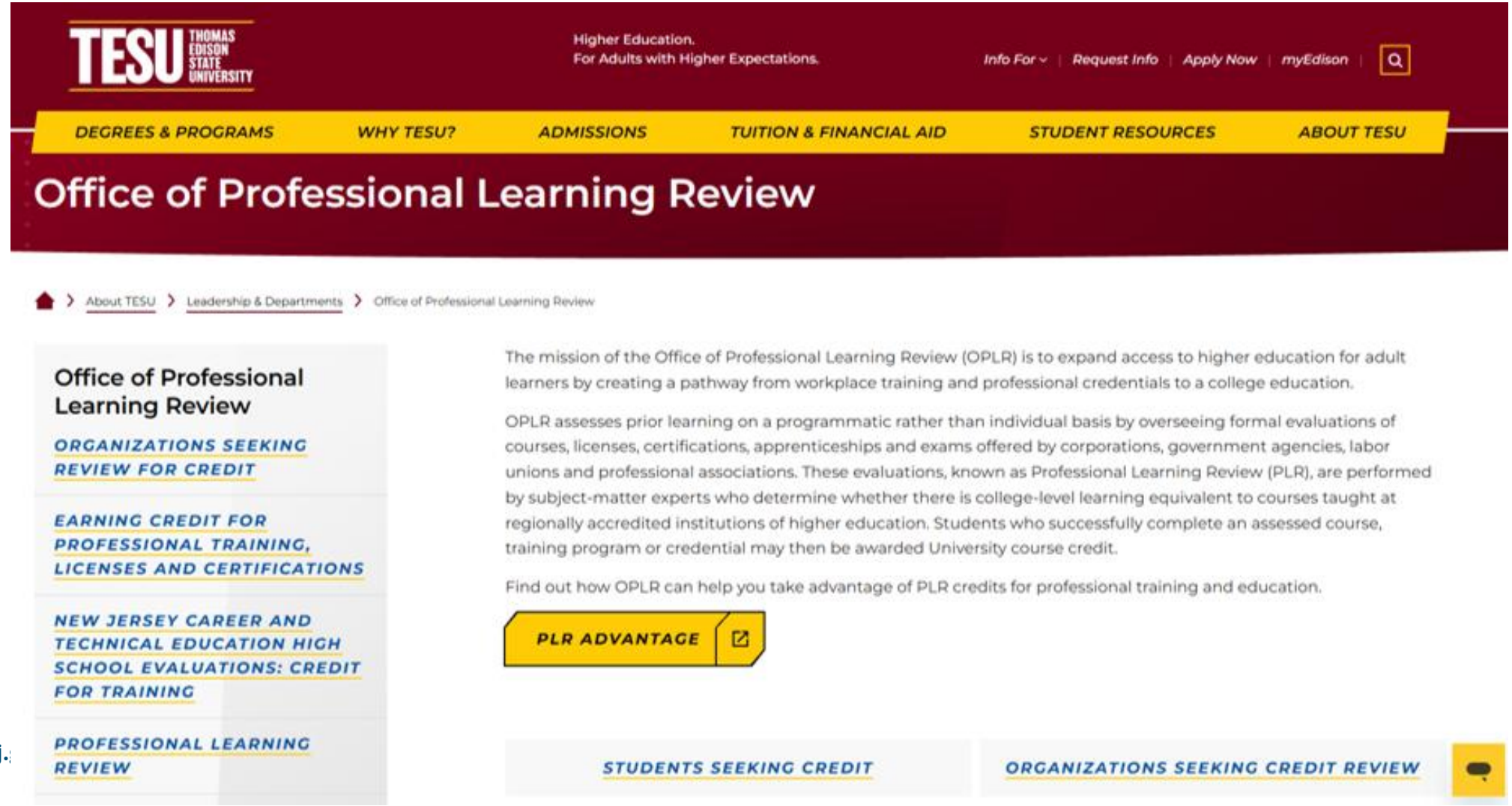
Seal of Biliteracy Language	Atlantic Cape Course Equivalency	Credits
Spanish	SPAN111 – Elementary Spanish I SPAN112 – Elementary Spanish II	3 3
French	FREN111 – Elementary French I FREN112 – Elementary French II	3 3
Italian	ITAL111 – Elementary Italian I ITAL112 – Elementary Italian II	3 3
American Sign Language	SGNL101 – American Sign Language I SGNL102 – American Sign Language II	3 3

NJ Transfer

https://njtransfer.org

Thomas Edison State University

https://www.tesu.edu/about/leadership-departments/oplr



What's Next

Participate in 3-part working group series this spring to learn about awarding credits with the help of faculty and staff from institutions already implementing the Seal for credit.

Topics include:

- Getting buy in for the Seal of Biliteracy
- Determining credit allocation and identifying other benefits
- Administrative focus on leveraging the Seal of Biliteracy on campus

Questions about working sessions, contact Donna Rogalski: donna.rogalski@oshe.nj.gov
Questions about the Seal of Biliteracy, contact Lavinia Rogers: lavinia.rogers@doe.nj.gov

Seal of Biliteracy Interest Form



https://forms.office.com/g/wfmH93bpXC

Q&A



Additional Data

Additional Data and Benefits of the Seal of Biliteracy is available in the addendum of the presentation.

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Thank You

Visit the New Jersey State Seal of Biliteracy
or contact:
SealofBiliteracy@doe.nj.gov

nj.gov/education

Resources

- New Jersey School Performance Reports (SPR) (sort be district) provide information about the Seal of Biliteracy by district, including but not limited to: percent of 12th grade participation, languages, and student demographics.
- An OPRA request from the “Department of Education”, “Chief of Staff” can be used to obtain more specific information about the Seal of Biliteracy for a geographic region or district(s).
- English Language Arts graduation pathways for high school.
- New Jersey State Seal of Biliteracy has links to all approved assessment information under “Acceptable Evidence of Proficiency” and a list of all participating districts by county in a “Participating Districts” tab at the bottom of the page.

Language Proficiency Breakdown

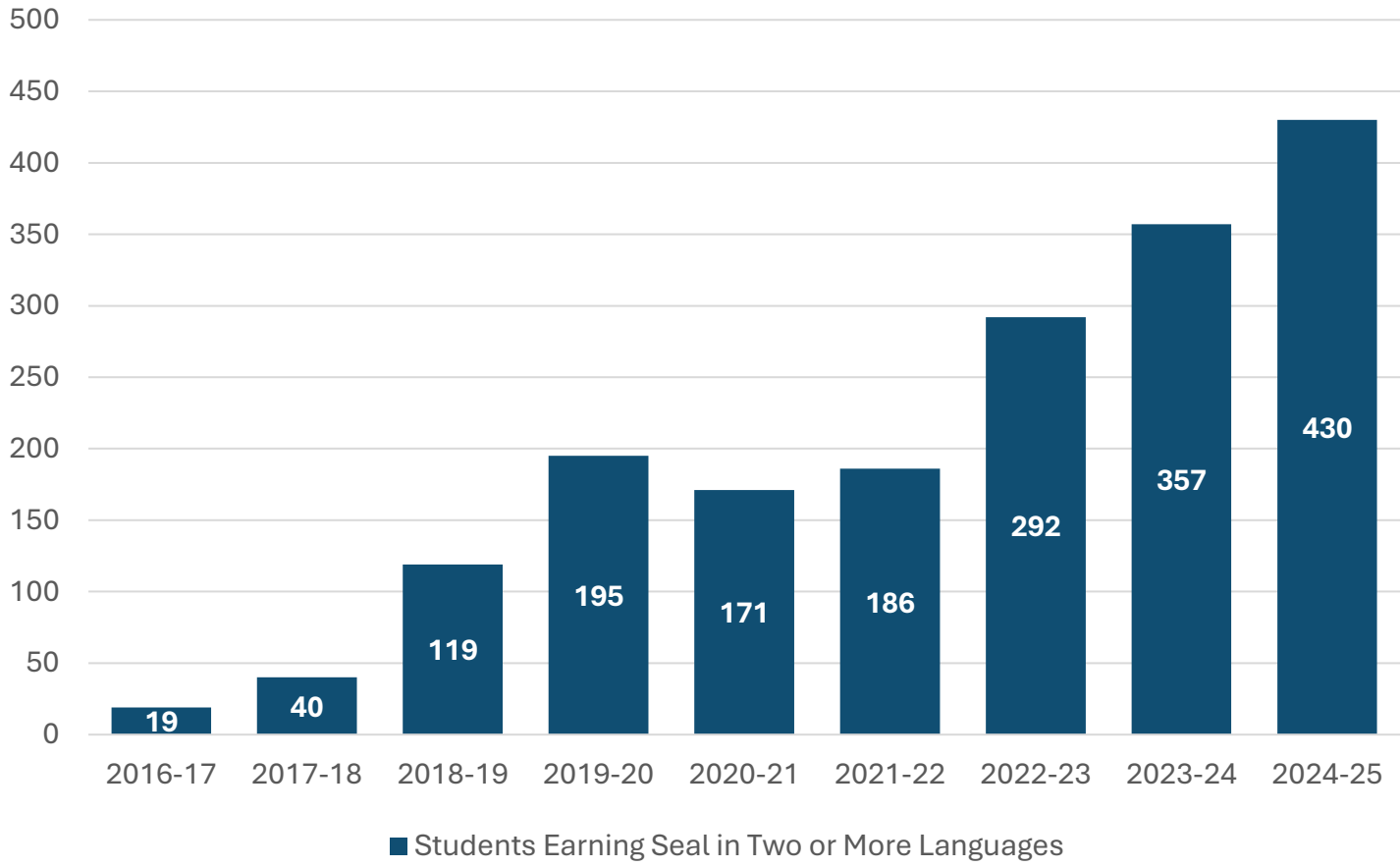
Year	Intermediate Mid	Intermediate High	Advanced Low	Advanced Mid	Advanced High	Superior	Distinguished
2024-2025	47.26%	44.74%	7.10%	0.27%	0.17%	0.34%	0.12%
2023-2024	48.96%	43.27%	6.75%	0.31%	0.20%	0.37%	0.15%
2022-2023	52.22%	42.06%	5.17%	.29%	.02%	.18%	.06%
2021-2022	55.59%	38.43%	5.71%	.26%			

Source: New Jersey Department of Education, 2026

Students Earning Seals in Multiple Languages

In 2025,

- 418 students earned the Seal in two languages other than English.
- 10 students earned the Seal in three languages other than English.
- Two students earned the Seal in four languages other than English.



Qualifying Proficiency in New Jersey: Intermediate Mid

- National Trends
  - Most commonly used Seal of Biliteracy benchmark nationally
  - Reflects meaningful, independent communication in another language
- New Jersey Development Process
  - Review of national practices and state Seal of Biliteracy policies
  - Feedback from educators, language experts, and stakeholders
- Student Outcomes
  - Data from the New Jersey Seal of Biliteracy pilot program (2013-2016) and the Foreign Language Assistance Program (FLAP) grant (2006-2007)
  - Novice High proficiency attainable by Grade 8 through a well-articulated K-8 world language program
  - Intermediate Mid proficiency established as an appropriate target by high school graduation

How World Language Assessments Are Evaluated
Internal NJDOE Review

NJDOE reviews each assessment against established criteria:

- Alignment to American Council on the Teaching of Foreign Languages (ACTFL) proficiency standards or equivalent internationally recognized proficiency frameworks
- Demonstrated validity and reliability evidence provided by the assessment developer
- Ability to measure proficiency across language domains
- Availability across multiple languages
- Accessibility and equity considerations for students
- Security, administration, and reporting requirements

How World Language Assessments Are Evaluated
External Advisory Board Review

Recommendations are reviewed by the State Seal of Biliteracy Advisory Group, including:

- New Jersey Teachers of English to Speakers of Other Languages/New Jersey Bilingual Educators (NJTESOL/NJBE) representatives
- Fellowship of Language Educators of New Jersey (FLENJ) representatives
- World language educators
- Multilingual learner specialists
- Local education agency practitioners

What is Intermediate Mid Proficiency?

- ❑ Understand the main idea and key information in straightforward fictional and informational materials
- ❑ Understand the main idea and key information in straightforward conversations.
- ❑ Ask a variety of questions:
  - ❑ To initiate conversations
  - ❑ To sustain conversations
  - ❑ When clarification is needed
- ❑ Create multiple sentences to speak and write related to a variety of familiar and social situations. They:
  - ❑ Exchange information
  - ❑ Can articulate their needs and have them met
  - ❑ State feelings, preferences, and opinions and give reasons to support them
  - ❑ Provide advice
  - ❑ Tell about events, experiences, and their life
  - ❑ Inform, describe, and explain familiar topics and some researched topics
  - ❑ Use appropriate language and behaviors for the situation

Bilingual Job Posting Analytics
May 2025 – April 2026

Job Postings Overview

42,313 Unique Postings 106,615 Total Postings	5,549 Companies Posting 51,960 Total Companies
26 Days Median Posting Duration Regional Average: 23 Days	3 : 1 Posting Intensity Regional Average: 2 : 1

Job Postings Regional Breakdown



MSA	Unique Postings (May 2025 - Apr 2026)
New York-Newark-Jersey City, NY-NJ	32,680
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD	4,340
Trenton-Princeton, NJ	2,457
Atlantic City-Hammonton, NJ	1,480
Vineland, NJ	488

Source: NJ Department of Labor and Workforce Development, 2026

Bilingual Job Posting Analytics (Con't)
May 2025 – April 2026

Top Industries

	Total/Unique (May 2025 - Apr 2026)	Posting Intensity	Median Posting Duration
Offices of Physicians (except Mental Health Specialists)	4,713 / 2,210	2 : 1	20 days
General Medical and Surgical Hospitals	7,649 / 1,948	4 : 1	25 days
Home Centers	6,146 / 1,747	4 : 1	21 days
Offices of Dentists	4,665 / 1,206	4 : 1	31 days
Pharmacies and Drug Retailers	3,192 / 1,137	3 : 1	39 days
Home Health Care Services	2,054 / 936	2 : 1	25 days
Commercial Banking	3,081 / 932	3 : 1	23 days
Elementary and Secondary Schools	1,736 / 928	2 : 1	24 days
Couriers and Express Delivery Services	4,976 / 628	8 : 1	21 days
Solar Electric Power Generation	960 / 596	2 : 1	18 days

Source: NJ Department of Labor and Workforce Development, 2026

Bilingual Job Posting Analytics (Con't)
May 2025 – April 2026

Top Posted Occupations

	Total/Unique (May 2025 - Apr 2026)	Posting Intensity	Median Posting Duration
Retail Salespersons	5,433 / 1,901	3 : 1	27 days
Home Health and Personal Care Aides	4,204 / 1,783	2 : 1	29 days
Registered Nurses	4,448 / 1,679	3 : 1	35 days
Customer Service Representatives	3,776 / 1,597	2 : 1	26 days
First-Line Supervisors of Retail Sales Workers	2,741 / 1,287	2 : 1	24 days
Medical Secretaries and Administrative Assistants	3,982 / 1,286	3 : 1	29 days
Health Technologists and Technicians, All Other	4,442 / 1,153	4 : 1	24 days
Child, Family, and School Social Workers	1,944 / 943	2 : 1	29 days
Receptionists and Information Clerks	1,851 / 907	2 : 1	22 days
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1,752 / 892	2 : 1	18 days

Source: NJ Department of Labor and Workforce Development, 2026

Bilingual Job Posting Analytics (Con't)
May 2025 – April 2026

Minimum Education Breakdown

Minimum Education Level	Unique Postings (minimum)	Unique Postings (max advertised)	% of Total (minimum)
High school or GED	13,499	0	32%
Associate's degree	1,671	976	4%
Bachelor's degree	6,343	3,237	15%
Master's degree	1,687	1,126	4%
Ph.D. or professional degree	271	318	1%

Source: NJ Department of Labor and Workforce Development, 2026