Changes to the Pathway to Standard Certification for CE Holders

Background
On November 4, 2015, the State Board of Education adopted updates to a range of teacher preparation and certification requirements. Some of the updates affect how candidates will earn a Certificate of Eligibility (CE) and how CE holders will advance toward earning a standard certificate.

Changes Effective for 2015-16
The following table summarizes major changes that are in effect for the 2015-16 school year (SY 2015-16). Please note:

- A CE holder who starts teaching under a provisional certificate prior to SY 2017-18 will have until July 31, 2017, to complete the one-year CE Educator Preparation Program (EPP) requirement.
- Teachers who do not complete a program by that date must complete the new CE EPP requirements – see Column D on page 2 for details. Such candidates will be credited at least 50 hours toward program completion and may be credited an additional 100 hours by their new program.

<table>
<thead>
<tr>
<th>Previous Requirements</th>
<th>Requirements Effective as of SY 2015-16</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Minimum Provisional Teaching Period Before Eligible for Standard Certificate</strong></td>
<td></td>
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<tr>
<td>At least 1 full school year</td>
<td>At least 2 full school years</td>
</tr>
<tr>
<td><strong>Earning the Standard Certificate</strong></td>
<td></td>
</tr>
<tr>
<td>All candidates must be evaluated and recommended by building principal based on one year of observations</td>
<td>All candidates must be evaluated by building principal based on AchieveNJ evaluation system: candidate must earn evaluation ratings of Effective or Highly Effective within 2 of 3 consecutive years</td>
</tr>
</tbody>
</table>

The chart on the following page provides a list of all requirements for initial, provisional, and standard certification based upon the year a candidate starts teaching with a CE and the year the change becomes effective.²

For More Information
- Visit the Certification website and view the Overview of Proposed CE Changes.
- View the broadcast memo explaining the rationale for the proposal.

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¹ This document provides an overview of requirements for certification. For all official matters, such as issues brought before the Board of Examiners, please consult the regulatory requirements at N.J.A.C. 6A:9, 9A, 9B, and 9C as the final authority.
² Candidates for Special Education & Bilingual endorsements have additional requirements. See N.J.A.C. 6A:9B-11.4(e) & 11.5(b) for details.
### Initial Certificate

<table>
<thead>
<tr>
<th>Obtaining CE</th>
<th>COLUMN A If acquiring prior to 9/1/15</th>
<th>COLUMN B If acquiring between 9/1/15 and 9/1/16</th>
<th>COLUMN C If acquiring between 9/1/16 and 9/1/17</th>
<th>COLUMN D If acquiring on or after 9/1/17</th>
</tr>
</thead>
</table>
| Initial Certification (CE) | • Hold bachelor’s or advanced degree
• Hold 2.75 GPA
• Complete 24 hours of pre-service
• Earn subject specific endorsement by satisfying study requirements and passing subject matter test | Same as first column PLUS:
• Pass basic skills assessment (or meet exception criteria) | Same as second column EXCEPT:
• Hold 3.0 GPA (or meet exception criteria) | • Hold bachelor’s or advanced degree
• Hold 3.0 GPA
• Earn subject specific endorsement by satisfying study requirements and passing subject matter test |

### Standard Certificate

<table>
<thead>
<tr>
<th>Steps to Standard</th>
<th>COLUMN A If started teaching prior to SY 2015-2016</th>
<th>COLUMN B If hired for SY 2015-2016*</th>
<th>COLUMN C If hired for SY 2016-2017*</th>
<th>COLUMN D If hired for SY 2017-2018 or thereafter</th>
</tr>
</thead>
</table>
| Provisional Certificate | • Accept offer of employment
• Be enrolled in district mentoring program
• Be enrolled in CE educator preparation program | Same as Column A | Same as Column A | Same as Column A |
| CE EPP (must be NJDOE-approved) | 200-290 hours of instruction over the course of 3 phases (typically takes place over 1 year and includes only seat time); candidates must complete by 7/31/17 | Same as Column A | Same as Column A | Complete program that provides:
• At least 50 hours of pre-professional experience (prior to assuming duties as fully certified staff member)
• At least 350 hours of formal instruction (must occur over 2 years and may include “seat time,” in-class coaching, or other forms of instruction) |
| Evaluation for the Standard Certificate | • Receive affirmative recommendation from principal following at least a 1-year period
• Evaluation based on Professional Teaching Standards-aligned evaluation
• Must be recommended by 7/31/17 or be subject to new requirements | • Receive at least 2 years of effective ratings over a 3-year period.
• Evaluation based on AchieveNJ |

First opportunity to earn standard is end of SY 2016-17 |

Same process as second column |

Same process as second column |
| Mentoring (no change) | Complete minimum 1-year district mentoring program | Same as Column A | Same as Column A | Same as Column A |
| Performance Assessment | Not required | Not required | Not required | Must pass to complete program and become eligible for standard certificate |

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3 Degree must be completed at a regionally accredited college or university.

4 Teachers who start teaching in or after SY 2015-2016 must complete a Department survey prior to being issued a standard certificate.

5 Any CE holder who starts teaching under a provisional certificate prior to SY 2017-18 will have until July 31, 2017 to complete the one-year CE EPP requirement. Teachers who do not complete a program by that date must complete the new CE program requirements (see Column D above for details). Such candidates will be credited at least 50 hours toward program completion and may be credited an additional 100 hours by their new program.