



## Changes to the Pathway to Standard Certification for CE Holders<sup>1</sup>

### 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.

Previous Requirements	Requirements Effective as of SY 2015-16
<b><i>Minimum Provisional Teaching Period Before Eligible for Standard Certificate</i></b>	
At least 1 full school year	At least 2 full school years
<b><i>Earning the Standard Certificate</i></b>	
All candidates must be evaluated and recommended by building principal based on one year of observations	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

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.<sup>2</sup>

### 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.

<sup>1</sup> 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.

<sup>2</sup> Candidates for Special Education & Bilingual endorsements have additional requirements. See N.J.A.C. 6A:9B-11.4(e) & 11.5(b) for details.

## Current and Future Pathways to Standard Certification for CE Educator Preparation Program (EPP) Candidates

### Initial Certificate

Obtaining CE	COLUMN A If acquiring prior to 9/1/15	COLUMN B If acquiring between 9/1/15 and 9/1/16	COLUMN C If acquiring between 9/1/16 and 9/1/17	COLUMN D If acquiring on or after 9/1/17
Initial Certification (CE)	<ul style="list-style-type: none"> <li>Hold bachelor's or advanced degree<sup>3</sup></li> <li>Hold 2.75 GPA</li> <li><b>Complete 24 hours of pre-service</b></li> <li>Earn subject specific endorsement by satisfying study requirements and passing subject matter test</li> </ul>	Same as first column <b>PLUS:</b> <ul style="list-style-type: none"> <li><b>Pass basic skills assessment</b> (or meet exception criteria)</li> </ul>	Same as second column <b>EXCEPT:</b> <ul style="list-style-type: none"> <li>Hold <b>3.0 GPA</b> (or meet exception criteria)</li> </ul>	<ul style="list-style-type: none"> <li>Hold bachelor's or advanced degree<sup>4</sup></li> <li><b>Hold 3.0 GPA</b></li> <li>Earn subject specific endorsement by satisfying study requirements and passing subject matter test</li> </ul>

### Standard Certificate

Steps to Standard	COLUMN A If started teaching prior to SY 2015-2016	COLUMN B If hired for SY 2015-2016 <sup>4</sup>	COLUMN C If hired for SY 2016-2017 <sup>5</sup>	COLUMN D If hired for SY 2017-2018 or thereafter
Provisional Certificate	<ul style="list-style-type: none"> <li>Accept offer of employment</li> <li>Be enrolled in district mentoring program</li> <li>Be enrolled in CE educator preparation program</li> </ul>	Same as Column A	Same as Column A	Same as Column A
CE EPP (must be NJDOE-approved)	<b>200-290 hours</b> of instruction over the course of 3 phases (typically takes place <b>over 1 year</b> and includes only seat time); candidates <b>must complete by 7/31/17</b>	Same as Column A	Same as Column A	<b>Complete program</b> that provides: <ul style="list-style-type: none"> <li>At least <b>50 hours of pre-professional experience</b> (prior to assuming duties as fully certified staff member)</li> <li>At least <b>350 hours of formal instruction</b> (must occur <b>over 2 years</b> and may include "seat time," in-class coaching, or other forms of instruction)</li> </ul>
Evaluation for the Standard Certificate	<ul style="list-style-type: none"> <li>Receive affirmative recommendation from principal following at least a 1-year period</li> <li>Evaluation based on <b>Professional Teaching Standards-aligned</b> evaluation</li> <li><b>Must be recommended by 7/31/17</b> or be subject to new requirements</li> </ul>	<ul style="list-style-type: none"> <li>Receive at least 2 years of effective ratings over a 3-year period.</li> <li>Evaluation based on <b>AchieveNJ</b></li> </ul> <i>First opportunity to earn standard is <b>end of SY 2016-17</b></i>	Same process as second column  <i>First opportunity to earn standard is <b>end of SY 2017-18</b></i>	Same process as second column  <i>First opportunity to earn standard is <b>end of SY 2018-19</b></i>
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	<b>Must pass to complete program and become eligible for standard certificate</b>

<sup>3</sup> Degree must be completed at a regionally accredited college or university.

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

<sup>5</sup> 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.