

## **CERTIFICATION**

The certification of teachers and other personnel in the public schools of New Jersey is a protective measure for the children, the community, and the staff members themselves. All personnel hired shall have proper certification as required by the state board of education.

Validity of certification must be verified with the county office.

The chief school administrator must receive valid evidence of proper certification or qualifications to pursue the alternative route to certification before presenting a candidate to the board.

### **Provisionally Certified Teachers**

The board of education encourages the employment of provisionally certified teachers for service in their first and second years of employment. The principal or other appropriately certified administrator shall observe and evaluate all provisionally certified teachers in the first year of employment in conformance with the schedule described in the administrative code.

The chief school administrator shall provide each employed provisionally certified teacher with:

- A. The guidance of a professional support team comprised at a minimum of the principal, an experienced mentor teacher, a college faculty member and a curriculum supervisor (or other team members with comparable expertise);
- B. A minimum of three evaluations of the provisional teacher's classroom performance.

### **Mentoring Novice Teachers**

In order to enhance student achievement of the Core Curriculum Content Standards by enhancing the skills of inexperienced teachers, identifying exemplary teaching skills and practices necessary for excellent teaching and assist novice teachers in adjusting to the challenges of teaching, the board shall ensure the development of a mentoring plan for all novice teachers employed in the district.

The plan shall provide for each novice teacher with face-to-face contact with a mentor teacher who shall provide confidential support and guidance to the novice teacher. The plan shall be developed by the local Professional Development Committee and approved by the board. The board reserves the right to deny any plan that fails to advance district goals and objectives; is not conducive to student achievement of the Core Curriculum Content Standards, or contravenes current negotiated agreements, other board policies, student safety and well-being, continuity of the instructional program or budgetary constraints. Implementation of the district mentor plan shall be in compliance with the administrative code and included in the Quality Assurance Annual Report.

The board shall annually submit a report with required data to the State Department of Education on the effectiveness of the local mentoring plan. State funds appropriated for the novice teacher mentoring program shall be applied in accordance with law and code.

## Special Education

All personnel serving students with disabilities shall be appropriately certified and licensed, where a license is required.

Date: November 20, 1988

Revised: January 15, 1996

Revised: June 5, 2000

Revised: April 23, 2009

## Legal References:

<u>N.J.S.A.</u> 18A:6-38	Powers and duties of the board; issuance and revocation of certificate; rules and regulations
<u>N.J.S.A.</u> 18A:6-39	Issuance of certificates to non-citizens
<u>N.J.S.A.</u> 18A:6-76.1	Deadlines for notification to students of requirements of provisional certificate and induction program; submission of induction program plan to school districts and Department of Education; coordination of mentor training program
<u>N.J.S.A.</u> 18A:26-1, -2, -8.1, -9	Citizenship of teachers, etc. ...
<u>N.J.S.A.</u> 18A:26-2.1 <u>et al.</u>	Supervisory certificate required for appointment as director of athletics ...
<u>N.J.S.A.</u> 18A:27-2	Employment without certificate prohibited
<u>N.J.S.A.</u> 18A:29-1	Uncertified teacher denied salary
<u>N.J.S.A.</u> 18A:40A-4	Preservice training of future teachers; teaching certificate requirements
<u>N.J.A.C.</u> 6:3-1.6	Reporting and staffing of school districts
<u>N.J.A.C.</u> 6:11-1.1 <u>et seq.</u>	Professional Licensure and Standards
<u>See particularly:</u>	
<u>N.J.A.C.</u> 6:11-3.2, -3.5, -4, -5, -6.1 <u>et seq.</u> , -8.1 <u>et seq.</u> , -9.1 <u>et seq.</u> , -10.1 <u>et seq.</u> , -11.1 <u>et seq.</u> , -14.1 <u>et seq.</u> ,	

**Legal References** (*continued*)

- N.J.A.C. 6A:14-1.1 et seq. Special Education  
N.J.A.C. 6:30-2.1(a)8 Purpose and program descriptions (Adult education programs)  
N.J.A.C. 6A:24-3.3 *Early childhood education programs*  
N.J.A.C. 6A:30-1.1 et seq. Evaluation of the Performance of School Districts

Old Bridge Education Association v. Old Bridge Township Bd. of Ed., 1986 S.L.D. 1917

Manual for the Evaluation of Local School Districts (September 2002)

**Cross References:**

- 2131 Chief school administrator  
4010 Goals and objectives  
4111 Recruitment, selection and hiring  
6141 Curriculum design/development  
6142.1 Family life education  
6156 Instructional planning/scheduling  
6163.1 Media center/library  
6164.2 Guidance services  
6171.4 Special education