



Teacher Certification Update and Highly Qualified Status



Issues for Discussion

- Overview of Licensing requirements and alignment with the Highly Qualified requirement
- Overview of Highly Qualified status of New Jersey Teachers
- Identification of Highly Qualified status of all teachers
- Strategies to support recruiting and retaining highly qualified teachers

Teacher Certification

■ Types of Certificates:

- **Certificate of Eligibility (CE)** –
Alternate Route
- **Certificate of Eligibility with
Advanced Standing (CEAS)** -
Traditional Route
- **Provisional Certificate**- allows
teacher to teach legally in a school
district
- **Standard Certificate**



Eligibility Requirements: Certificate of Eligibility (CE) - Alternate Route & How to Apply

- ☐ Application for certification (only online applications will be accepted as of May 1, 2009)
 - ☐ BA or MA conferral noted on official transcripts
 - ☐ 2.50 G.P.A. for degrees conferred 8/31/04 or earlier
 - ☐ 2.75 G.P.A. for degrees conferred 9/1/04 or later
 - ☐ a major in the subject to be taught OR a minimum of 30 credits in a coherent sequence in the subject field (12 at the advanced levels of study)
 - ☐ 60 liberal arts credits are required if applying for Elementary Education K-5 or Preschool – Grade 3
 - ☐ Physiology and hygiene requirement
 - ☐ Test Requirement
 - ☐ \$190.00 fee for certificates requiring a test
 - ☐ \$170.00 fee for certificates not requiring a test
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- Applicants also may receive assistance through the county office of education in which they live or work.
 - If eligible, candidate will receive a Certificate of Eligibility (CE).


Eligibility Requirements: Certificate of Eligibility with Advanced Standing (CEAS) - Traditional Route & How to Apply

- ☐ Application for certification (only online applications will be accepted as of May 1, 2009)
 - ☐ BA or MA conferral noted on official transcripts
 - ☐ 2.50 G.P.A. for degrees conferred 8/31/04 or earlier
2.75 G.P.A. for degrees conferred 9/1/04 or later
 - ☐ a major in the subject to be taught OR a minimum of 30 credits in a coherent sequence in the subject field (12 at the advanced level of study)
 - ☐ State-approved college teacher preparation program culminating in supervised student teaching
 - ☐ Physiology and hygiene requirement
 - ☐ Test Requirement
 - ☐ \$190.00 fee for certificates requiring a test
 - ☐ \$170.00 fee for certificates not requiring a test
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- Applicants also may receive assistance through the county office of education in which they live or work.
 - If eligible, candidate will receive a Certificate of Eligibility with Advanced Standing (CEAS).

The Certificate of Eligibility (CE) and Certificate of Eligibility with Advanced Standing (CEAS) allows the candidate to:

- Apply to school districts
- Be employed by the district who will register the candidate into the Provisional Teacher Program.





Elementary School Teacher Nursery through 8 vs. Kindergarten through 5

- If a certificate reads “Elementary School Teacher,” it is an N – 8 certificate.
- If a certificate reads “Elementary School Teacher in Grades Kindergarten through 5,” it is a K-5 certificate.
- N-8 certificates are **no longer** being issued to candidates.

Elementary School Teacher: N - 8

- The N - 8 certificate authorizes the teacher to teach math, science, language arts literacy and social studies full-time in grades N – 8.
- The N – 8 certificate also authorizes the teacher to teach all other CCCS half of the teaching assignment.
- The N – 8 certificate also authorizes the teacher to teach world languages full-time in grades N – 5 if he/she:
 - Possesses linguistic competency OPI and
 - Completes three semester-hour credits in second language acquisition theory and related methodologies offered by a regionally accredited four-year college or university within 12 months of initial assignment


Elementary School Teacher: K - 5

- The K - 5 certificate authorizes the teacher to teach math, science, language arts literacy and social studies full-time in grades K – 5.
- The K – 5 certificate also authorizes the teacher to teach all other CCCS half of the teaching assignment.
- The K-5 certificate also authorizes the teacher to teach reading, writing, arithmetic, and spelling for basic skills purposes only, in grades six through 12.
- The K – 5 certificate also authorizes the teacher to teach world languages full-time in grades K – 5 if he/she:
 - Possesses linguistic competency OPI and
 - Completes three semester-hour credits in second language acquisition theory and related methodologies offered by a regionally accredited four-year college or university within 12 months of initial assignment
- The K – 5 certificate does **not** authorize the teacher to teach **any** subject in grades above 5.




Middle School Certification (Elementary School with Subject Matter Specialization)

- ☐ Elementary school endorsement is a prerequisite
- ☐ Applicant must apply for both endorsements (elementary and elementary with subject matter specialization)
- ☐ If applying for bilingual or students with disabilities, must apply for three endorsements



Middle School Certification (Elementary School with Subject Matter Specialization) - Requirements

- Hold elementary school certificate
- 15 semester hour credits in the content area
- The required test
- Course in the characteristics of young adolescents (A CE can be issued without this requirement) As of the adoption of the new licensure code on 1/5/09, this requirement will change to a course in the characteristics of child and early adolescent development.
- For world languages, the teacher will need to complete the OPI and the world language methodology course. The course must be completed within 12 months of assignment



Middle School Certification (Elementary School with Subject Matter Specialization) – Child and Early Adolescent Characteristics

- Characteristics course
 - The course must cover child and early adolescent development in accordance with Standard 2 of the Professional Standards for Teachers.
- For a CEAS or standard certificate, this course must be completed first.
- A CE can be issued without the course in “characteristics of child and early adolescent development.”



Special Education

Teacher of the Handicapped (TOH)

- This endorsement authorizes the holder to teach students with disabilities N-12.
- However, the teacher must be highly qualified to provide direct instruction in the core academic content areas.

SPECIAL EDUCATION –Continued

■ Teacher of Students with Disabilities (SWD)

- ***Must*** hold an instructional certificate (CE, CEAS or Standard certificate as a prerequisite)
- For SWD CE, ***must hold an instructional certificate (CE, CEAS or Standard).***
- For SWD CEAS ***must complete a state-approved college program*** that includes 21 – 27 credits in special education and required supervised teaching
- For standard SWD ***must hold a standard instructional certificate and complete a state-approved college*** special education program



SPECIAL EDUCATION – Continued

- **Middle school assignments with K-5 instructional:**
 - The teacher needs to hold (at a minimum) the elementary school CE, the elementary school with subject matter specialization CE and the SWD CE.
 - If teacher is assigned to teach middle school English, math, science and social studies, the teacher will need the elementary CE, all four elementary with specialization CEs and the SWD CE.

Highly Qualified Teachers

The Highly Qualified Teacher initiative is a **federal mandate** that requires states to demonstrate the **alignment** between teachers' **academic preparation** and their **content area** teaching assignments through each state's licensing system.

- When a teacher achieves highly qualified status for a teaching assignment, the status is **permanent**. When the HOUSE expires, a teacher's highly qualified status does not expire.



Defining Highly Qualified: A Federal Definition

- To satisfy the federal definition of Highly Qualified, teachers must:
 - Have at least a Bachelor's degree;
 - Have valid state certification;
 - no requirements have been waived
 - no emergency certificates
 - CE and CEAS are considered state certification
 - Demonstrate content expertise in the core academic subject(s) they teach.



Highly Qualified Teachers: Definitions

- *Self-contained*—teaching 3 of the 4 core academic content areas to a class or teaching 4 of the 4 core academic content areas to a class (*grades K-5 in all school settings are considered to be self-contained*)
- *Departmentalized*—teaching students in content areas (*grades 9-12 in all school settings are considered to be departmentalized*)



Highly Qualified Teachers: Definitions


Grades 6-8

- Self-contained in grades 6-8: Teachers of a grade level are responsible for teaching at least three of the four core academic content areas (language arts, mathematics, social studies, science) to their students. Students receive instruction from another teacher in no more than one core academic content area.
- Departmentalized in grades 6-8: Teachers of a grade level are teaching fewer than three of the four core academic content areas (language arts, mathematics, social studies, science) to their students. Students receive instruction from another teacher(s) in the remaining core academic content areas.
- Special education teachers in grades 6-8 must meet highly qualified requirements consistent with those required of the general education teachers in self-contained and departmentalized settings. Therefore, if a grade level is departmentalized, teachers providing direct instruction in grades 6-8 (including pull-out replacement resource programs) must meet highly qualified requirements at the middle grades level in each core academic subject they teach in grades 6-8.



Highly Qualified Teachers: Definitions

- *K-5: Elementary*
- *6-8: Elementary or Departmentalized*
- *9-12: Departmentalized*



What are the Core Academic Subjects?

NCLB's core academic subjects:

English	Science	Government/Civics
Lang. Arts	Math	Geography
Reading	History	Economics
Arts	Foreign Languages	

These align with the NJ CCCS:

Lang. Arts Literacy	Science
Social Studies	Math
Visual & Performing Arts	World Languages




**ALL TEACHERS PROVIDING DIRECT
INSTRUCTION IN CORE ACADEMIC
SUBJECTS MUST DEMONSTRATE THEIR
CONTENT EXPERTISE.**



Professionals Who are Not Required to Demonstrate Highly Qualified

- Preschool teachers
- Health/Physical Education
- Educational Services Personnel
 - Librarians
 - Guidance Counselors
 - LDT-Cs, Psychologists, Social Workers,
 - Speech-Language Specialists
- Vo-Tech
- Business
- Family and Consumer Science
- Technological Literacy and Technological Education
- Special education teachers providing in-class resource programs
- Special education teachers providing pull-out support resource programs
- Special education teachers providing consultation as a service
- Teachers of gifted and talented who do not provide direct instruction



**A TEACHER MUST HAVE THE
APPROPRIATE CERTIFICATION FOR
THE TEACHING ASSIGNMENT IN
ORDER TO BE DEEMED HIGHLY
QUALIFIED.**



HQ Requirements and NJ Elementary/Middle School Teachers

- **Elementary School Teacher (N-8)**

Certified to provide direct instruction for K-8; content expertise is demonstrated through elementary praxis or NTE or middle school praxis (or one of the other federal requirements for departmentalized grades 6-8)

- **Elementary School Teacher: K-5**

Certified to teach K-5 only; content expertise is demonstrated through the elementary praxis or NTE

- **Elementary School Teacher: K-5 with Subject Matter Specialization Endorsement**

Certified to teach K-5; certified to teach specific core content in grades 6-8 (departmentalized); content expertise is demonstrated by satisfying test requirement for the subject matter specialization endorsement



HQ Requirements and NJ Basic Skills Teachers

Teachers who hold an N-8 or K-5 are certified to teach basic skills (reading, writing, arithmetic and spelling) in grades 6-12, but they **must meet highly qualified requirements:**

- Those teachers teaching basic skills (direct instruction) in grades 6-8 must satisfy the middle school **highly qualified** criteria.
- Those teachers teaching basic skills (direct instruction) in grades 9-12 must satisfy the high school **highly qualified** criteria.



HQ Requirements and NJ Special Education Teachers

**Who must demonstrate content expertise
in the subject(s) they teach?**

- ☐ Special education teachers who provide **direct instruction in core academic subjects** in special class programs (self-contained), departmentalized settings, or pull-out replacement resource programs



HQ Requirements and NJ Special Education Teachers

Who does not have to demonstrate content expertise?

- ❑ Special education teachers who provide **in-class resource programs**
 - **Note:** The primary instructional responsibility for the student in an in-class resource program shall be the general education teacher unless otherwise specified in the student's IEP [N.J.A.C. 6A:14-4.6(i)]
- ❑ Special education teachers who provide **pull-out support resource programs (not providing direct instruction)**
- ❑ Special education teachers who provide **consultation as a service** on behalf of a student or a group of students with disabilities



HQ Requirements and NJ Special Education Teachers

Special education teachers in the following programs can qualify as *elementary generalists*:

- ☐ Teach in pull-out replacement resource programs (K-5)
- ☐ Teach in self-contained settings (K-8)
- ☐ Teachers who teach classes where **all** students in the class are assessed using the Alternate Proficiency Assessment (APA)



HQ Requirements and NJ Special Education Teachers

Special education teachers in the following programs *must qualify in each core academic subject* they teach

- Departmentalized programs grades 6 –12 , including pull-out replacement resource programs
- Self-contained settings above grade 8
- Departmentalized settings grades 6 and above



HQ Requirements and NJ Special Education Teachers

- **Teacher of the Handicapped (K-12)**

- ☐ Certified to provide direct instruction in all areas as long as content expertise is demonstrated; may provide support or consultation services at all levels

Vs.

- **Teacher of Students with Disabilities** with an instructional certification

- ☐ Certified to provide direct instruction in the area of the instructional certificate ONLY; may provide support or consultation services at all levels



HOUSE Requirements

HOUSE provides an alternate means to show content expertise by accruing a total of ten points for:

- ☐ College coursework (2 points per content course)
- ☐ Professional learning (1 point and within a 4 year recency)
- ☐ Working with a content expert (1 point and within a 4 year recency)
- ☐ Teaching experience in the content
- ☐ National Board Certification (4 points)

After June 30, 2007 only those teachers who are **eligible** may use the HOUSE.



HOUSE Phase-Out for General Education Teachers

HOUSE may no longer be used as a means of attaining highly qualified status except for veteran* special education teachers and foreign teachers on short-term assignment.

***Novice special education teachers must meet IDEA eligibility requirements to use HOUSE.**



HOUSE Phase-Out for General Education Teachers After June 30, 2007

- **All new and veteran general education teachers must demonstrate their content expertise through the federal requirements.**



Areas for Clarification

- Teachers with a **K-5 certification** may NOT teach grades 6 through 8 unless they hold the Middle School Subject Matter Specialization Endorsement. (In self-contained settings they must hold all 4 middle school subject matter specialization endorsements.)
- Teachers with **Teacher of the Handicapped (K-12)** certification have the appropriate certification to teach at the middle and high school level but **must demonstrate content expertise**. However, they may provide support at any level (no direct instruction).
- Teachers with **Teacher of Students with Disabilities** may only teach in their area of instructional certification. However, they may provide support at any level (no direct instruction).



Areas for Clarification

- Teachers who provide direct instruction in core content areas for **4 weeks or more** must be highly qualified in the subject or subjects they teach.
- Teachers who have not yet met the highly qualified status must be **reported accurately on the Certificated Staff Report.**
- The intent of the Federal Government is not to fire teachers if they have not met the highly qualified status, but rather to **support them** in meeting the requirements.



Hiring and Assignment

- Review each teacher's certification.
- Assign teacher to an assignment within the area of certification and subject – area expertise.
- All teachers must fill out the appropriate forms .
 - ☐ Appropriate content area (forms A-E)
 - ☐ HOUSE (Form F), if appropriate
 - ☐ Statement of Assurance (Form G)
- Attach appropriate documentation to forms.
- Place copies of all forms in appropriate file and provide the teacher with a copy.

*Is the teacher certified and highly qualified for the classroom assignment(s)?



The Annual Checklist

1. All teachers of core academic content (veteran, novice and new hires) must complete NJ's highly qualified forms.
2. All teachers with a new teaching assignment must complete NJ's highly qualified forms
3. All teachers who have not met the HQ requirements must refile the HQ forms annually until they meet the requirements.
4. Teachers are encouraged to attain HQ status and complete the forms for all grades/subject areas for which they meet the HQ criteria. Doing so can maximize opportunities for teachers and schools to meet HQ requirements across grades and subject areas.



The Evidence

HQ documentation will be used for:

- ☐ **Quality Single Accountability Continuum (QSAC) reporting**
- ☐ **Certificated Staff Report**
- ☐ **State monitoring of Highly Qualified Teachers**
- ☐ **Federal Highly Qualified and Title II monitoring**