

Policy

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. The chief school administrator will take appropriate steps to avoid the employment of teachers with revoked or suspended certificates.

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.

Reporting of Arrests, Charges and Indictments

All certificated staff members who are charged, arrested or indicted for a crime or offense must submit a report to the chief school administrator of the charge, arrest or indictment, including (but not limited to) disorderly persons offenses and drunk driving arrests. This reporting requirement pertains to both in-state and out-of-state offenses and crimes. Pursuant to N.J.A.C. 6A:9-17.1(c) the employee will make the report within fourteen (14) days. The staff member shall also report the disposition of any charges within seven (7) days of the disposition.

Failure to comply with these reporting requirements may be deemed "just cause" to revoke or suspend the certificate(s) of any certificate holder pursuant to N.J.A.C. 6A:9-17.5.

The chief school administrator will make these requirements known to all new employees and to all employees on an annual basis.

District Reporting Requirements

Pursuant to N.J.A.C. 6A:9-17.4(a), the chief school administrator shall notify the New Jersey Board of Examiners when:

- A. Tenured teaching staff members who are accused of criminal offenses or unbecoming conduct resign or retire from their positions;
- B. Nontenured teaching staff members who are accused of criminal offenses or unbecoming conduct, resign, retire or are removed from their positions;
- C. A certificate holder fails to maintain any license, certificate or authorization pursuant to N.J.A.C. 6A:9-4.1(b) that is mandated in order for the holder to serve in a position; or
- D. He or she becomes aware that a certificate holder has been convicted of a crime while in the district's employ;
- E. The chief school administrator has received a report from the Division of Child Protection and Permanence (DCP&P) substantiating allegations of abuse or neglect or establishing "concerns" regarding a certificated teaching staff member.

CERTIFICATION (continued)

In the event the New Jersey State Board of Examiners issues an order to show cause based on the information that the school district provided about the certificate holder, it shall be the responsibility of the school district to cooperate with the Board of Examiners in any proceeding arising from the order to show cause.

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 building 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.

Mentoring Novice Teachers

In order to enhance pupil achievement of the Common Core State Standards in mathematics and language arts and literacy (CCSS) and the Core Curriculum Content Standards (CCCS) 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 school improvement panel shall oversee mentoring of teachers according to N.J.A.C. 6A:9-8 and support the implementation of the school district mentoring plan (N.J.A.C. 6A:10-3.2).

The plan shall provide each novice teacher with in-person contact with a mentor teacher (who may be a retired teacher or administrator) who shall provide confidential support and guidance to the novice teacher. The plan shall be developed by the local Professional Development Committee, approved by the board, and aligned with the professional standards for teachers as set forth in administrative code. Included in the plan shall be criteria for selection and training of mentor teachers. Implementation of the district mentor plan shall be in compliance with the administrative code.

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 pupils with disabilities shall be appropriately certified and licensed, where a license is required.

Adopted: October 26, 2009 (formerly 4115.2)
NJSBA Review/Update: June 2013
Readopted: January 28, 2014

Key Words

Certificates, Certification

Legal References: N.J.S.A. 18A:6-38
N.J.S.A. 18A:6-39
N.J.S.A. 18A:6-76.1

Powers and duties of the board; issuance and revocation of certificate; rules and regulations
Issuance of certificates to non-citizens
Deadlines for notification to pupils of requirements of provisional certificate and induction program; submission of induction program plan to school districts and

CERTIFICATION (continued)

		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>	6:30-2.1(a)8	Purpose and program descriptions (Adult education programs)
<u>N.J.A.C.</u>	6A:9-1.1 <u>et seq.</u>	Professional Licensure and Standards
	<u>See particularly:</u>	
<u>N.J.A.C.</u>	6A:9-3.3, 6A:9-8.4	
<u>N.J.A.C.</u>	6A:9-17 <u>et seq.</u>	Certificate Holders
	<u>See particularly</u>	
<u>N.J.A.C.</u>	6A:9-17.1, 6A:9-17.3, 6A:9-17-4(a)	
<u>N.J.A.C.</u>	6A:10-3.2	School improvement panel
<u>N.J.A.C.</u>	6A:14-1.1 <u>et seq.</u>	Special Education
<u>N.J.A.C.</u>	6A:30-1.1 <u>et seq.</u>	Evaluation of the Performance of School Districts
<u>N.J.A.C.</u>	6A:32-4.1(d)	Employment of teaching staff
<u>N.J.A.C.</u>	6A:32-12.1 <u>et seq.</u>	Reporting requirements

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

Possible

<u>Cross References:</u>	*2131	Chief school administrator
	4010	Goals and objectives
	*4111	Recruitment, selection and hiring
	6130	Organizational plan
	*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
	*6200	Adult/community education

*Indicates policy is included in the Critical Policy Reference Manual.