New Jersey
DEPARTMENT OF EDUCATION

Changes to Residency Requirements for Principal Certification[1] *(N.J.A.C. 6A:9B-12.5(d)-(i))*

Background

On November 4, 2015, the State Board of Education adopted updates to a range of teacher preparation and certification requirements. This package includes changes to the structure of the residency requirement for principals. Previously, to be eligible for the standard administrative certificate with a principal endorsement, candidates had to possess a provisional certificate and complete a two-year State-approved residency program while employed in a school district. At the end of the residency period, candidates were approved or disapproved for standard certification based on their performance in the residency program and a professional recommendation from their individual mentor. The new requirements are intended to build more individualization and flexibility into the program requirements in response to feedback from principals, and to align with the *TEACHNJ Act*.

Changes

The following chart highlights the major changes from previous regulations:

Topic	Change
Program Duration	• May be extended beyond the two-year requirement in case of medical or family leave
Program Content	• Each candidate will receive an individualized plan of support based on the candidate's preparation and prior experience • The domains of professional practice that must be addressed by each candidate will be tailored to individual needs • The individualized plan will replace the required individual professional development plan for the candidate during the residency period • The program must provide training on the district's educator evaluation systems • The program must provide the candidate with opportunities to network with other candidates and experienced principals
Mentor Eligibility	• Mentors must have served for 3 years as an effective principal[2] and been engaged in some capacity in New Jersey public schools for at least 3 of the last 5 years.
Mentor Role	Adds the following clarifications to the mentor's role: • Provides confidential guidance and support • Meets with the candidate at least once per month during the residency • Guides the candidate through a self-assessment based on the district's State-approved principal practice evaluation instrument • Assists the candidate in developing an individualized mentoring plan • Consults with the candidate's direct supervisor in developing the individualized plan • Supervises and verifies candidate's completion of all requirements • May not serve as direct supervisor or conduct candidate's formal district performance evaluation
Recommendation for Standard Certification	• Will be submitted to Department by Commissioner-approved residency program provider • Will be based on at least three reviews by mentor of candidate's performance during each year of residency program, including summative review aligned to the Professional Standards for School Leaders • Will include input from candidate's direct supervisor regarding candidate's performance

For More Information

- View the Mentoring web page at http://www.nj.gov/education/profdev/mentor/.
- To share questions or comments, please email TeachPD@doe.state.nj.us.

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[1] This document provides an overview of requirements. For all official matters, such as issues brought before the Board of Examiners, concerned parties should rely on regulatory requirements at N.J.A.C. 6A:9, 9A, 9B, and 9C as the final authority.

[2] Starting with 2013-14 (the first year of statewide implementation of AchieveNJ), mentor principals employed in New Jersey must earn a summative rating of Effective or better.