



## Changes to Residency Requirements for School Administrator Certification<sup>1</sup> (N.J.A.C. 6A:9B-12.4(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 school administrators. Previously, to be eligible for the standard administrative certificate with a school administrator endorsement, candidates had to possess a provisional certificate and complete a 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 regulations maintain these requirements but build more individualization and flexibility into the program in response to feedback from administrators.

### Changes

The following chart highlights the major changes from current regulations:

Topic	Change
<b>Program Duration</b>	<ul style="list-style-type: none"> <li>• 1 year instead of 1-2 years</li> <li>• May be extended in case of medical or family leave</li> </ul>
<b>Program Content</b>	<ul style="list-style-type: none"> <li>• Each candidate will receive an individualized plan of support based on the candidate’s preparation and prior experience</li> <li>• The domains of professional practice that must be addressed by each candidate will be tailored to individual needs</li> <li>• The individualized plan will replace the required individual professional development plan for the candidate during the residency period</li> <li>• The program must provide the candidate with opportunities to network with other candidates and experienced school administrators</li> </ul>
<b>Mentor Eligibility</b>	<ul style="list-style-type: none"> <li>• Mentors must have served for 3 years as an effective school administrator and must have been engaged in New Jersey public schools in some capacity for at least 3 of the last 5 years.</li> </ul>
<b>Mentor Role</b>	<p>Adds the following clarifications to the mentor’s role:</p> <ul style="list-style-type: none"> <li>• Provides confidential guidance and support</li> <li>• Meets with the candidate at least once per month during the residency</li> <li>• Guides the candidate through a self-assessment based on the New Jersey Professional Standards for School Leaders</li> <li>• Assists the candidate in developing an individualized mentoring plan</li> <li>• Supervises and verifies the candidate’s completion of all required experiences and training</li> <li>• Assists the candidate in developing an individualized professional development plan for the school year following the residency period</li> </ul>

### For More Information

- View the Mentoring web page at <http://www.nj.gov/education/profdev/mentor/>.
- View the [Overview of Changes to Principal Residency Requirements](#).
- To share questions or comments, please email [TeachPD@doe.state.nj.us](mailto:TeachPD@doe.state.nj.us).

<sup>1</sup> 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.