

CERTIFICATION

Date of Adoption: October 30, 1997

- I. It shall be the policy of the Scotch Plains-Fanwood Board of Education to ensure that all teachers and other personnel meet the requirements for certification as established by the New Jersey Department of Education. The certification of our teachers and other personnel shall be one measure to provide appropriate staffing to meet the educational needs of students.
- II. The Superintendent/designee shall verify the validity of certification with the Union County Superintendent of Schools.
- III. Provisional Teacher Program
 - A. The Board of Education may employ teachers or other personnel in their first year of employment under a one-year provisional certificate. The Superintendent/designee shall prepare and submit a plan to the state Department of Education ensuring appropriate training of provisional teachers.
 - B. Support, supervision and evaluation are provided by a professional support team which will include the principal, as team leader, an experienced mentor teacher, and a curriculum supervisor.
 1. An appropriate plan will be developed by the team with the teacher focusing on curriculum, instruction and assessment with emphasis on student learning.
 2. Support and supervision by members of the team will include:
 - a. bi-weekly observations during the first 10 weeks;
 - b. an additional four observations during the remaining 20 weeks, and,
 - c. an initial 20 day period of supervision by the mentor teacher for an alternate route teacher
 3. Recommendation for standard licensure will be the responsibility of the principal in consultation with other members of the support team. This recommendation is submitted for final action to the State Board of Examiners.

- C. For alternate route teachers, the Provisional Teacher Program is a 34-week, full-time, on-the-job training experience including formal instruction in the evenings and on Saturdays. For other provisionally certified teachers the program is a 30-week, full-time, on-the-job training experience.

Scotch Plains-Fanwood Public Schools

Supersedes Policy 4112.2 dated March 16, 1989.