



New York State
EDUCATION DEPARTMENT

Knowledge > Skill > Opportunity

Educator Certification Reform

November 15, 2021

Educator Certification and Development Policy Goals

Continuum of Educator Development and Support

Rigorous subject
matter and
pedagogical pre-
service education

A supportive,
responsive, and
efficient
certification
process

In-service
mentoring,
continuing
education, and
professional
learning



Certificate Applications

New York State schools, districts, charter schools, and BOCES during the 2020-2021 school year employed approximately:

- 215,000 teachers
- 7,500 counselors
- 5,400 school psychologists
- 4,900 principals

School Year (July 1-June 30)	Number of Educator Certificate Applications
2020-2021	129,346
2019-2020	99,272
2018-2019	91,289

Certificate Areas and Types

The Office of Teaching Initiatives (OTI) processes many different educator certificate applications, making the review process very complex:

Areas

- Teacher
- Educational leader
- Pupil personnel service
- Teaching assistant
- Coaching
- Adult education
- Other areas

Types

- Initial/Provisional
- Professional/Permanent
- Initial Reissuance/ Provisional Renewal
- Conditional Initial
- Emergency COVID-19
- Extension
- Internship
- Residency
- Statement of Continued Eligibility (SOCE)
- Supplementary
- Transitional (e.g., college professors, career changers)
- Other types

Current Certificate Pathways

Pathway	Applicants
Approved Educator Preparation Program	Candidates who completed a New York State registered educator preparation program.
Completion of a Comparable Educator Program in Another U.S. State	Candidates who complete an acceptable, comparable educator preparation program in another state.
Endorsement of a Certificate	Candidates who hold a valid, comparable out-of-state certificate and complete at least three years of acceptable experience within the past seven years in public schools in another state.
Individual Evaluation	Candidates who complete appropriate college coursework and experience (e.g., student teaching/internship, paid experience), and do not meet the requirements in the above pathways.
Additional Teaching Certificate	New York State certified teachers who seek an additional certificate.
Certificate Progression	Initial/Provisional certificate holders who seek the Professional/Permanent certificate.

There are several other pathways, such as the Institution of Higher Education (IHE) Professor Experience pathway, National Board Certification pathway, and Option A-J pathways for career and technical education certification.

Teacher Shortages

- Current statewide teacher shortage areas are listed at: <https://tsa.ed.gov/#/reports>.
- The Department received feedback from the field about teacher shortages prior to and during the COVID-19 pandemic.
- Teacher shortage areas in schools and districts vary based on local need.

2021-2022 Statewide Shortage Areas

Bilingual Education

Bilingual Special Education

Career and Technical Education

English Language Arts

Health Education

Literacy

Sciences

Social Studies

Special Education (all grades)

World Languages other than English

Response to the Pandemic

The Board of Regents adopted several measures to respond to teacher shortages and the pandemic:

- Emergency COVID-19 certificate;
- edTPA Safety Net;
- Substitute Teaching;
- Incidental Teaching; and
- Special Education Teaching Assignments in Grades 7-12.

Plans for a Comprehensive Review

The Department plans to complete a comprehensive review of educator certification:



Recent Department Policy and Procedure Changes

Department policy changes already implemented:

Reciprocity

Coursework requirements
for the Individual
Evaluation pathway

Procedure changes already implemented:

Certificate
application
backlog

Professional
certificate
experience
requirement

TEACH
system

Digital
transcript
solutions

Department Certification Policies and Procedures

Based on feedback from the field, there are many Department certification policies and procedures under review:

Acceptable
coursework

Acceptable
experiences
documentation

Acceptable
documentation

Processing of
transcripts

Processing of
applications in
the TEACH system

Next Steps

- Make certification changes driven by Board of Regents policy goals, which will also inform budget priorities.
- Invest in a supportive, responsive and efficient certification process for applicants (2022 budget request).
- Continue stakeholder engagement.
- Reduce certification complexity to achieve policy goals while maintaining rigorous standards.
- Propose regulatory changes to the Board of Regents at future meetings, as necessary.

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Questions?