

New Jersey Professional Development Requirements in Statute and Regulations (By Topic)

a. Reading Disabilities

Statutory/Regulatory Guidance	Statute/Regulation	Recipients (As described in law)	Time	Notes
<p>Reading Disabilities: Instruction on screening, intervention, accommodation, and use of technology for students with reading disabilities, including dyslexia, for certain teaching staff members</p>	N.J.S.A. 18A:6-131	<ul style="list-style-type: none"> General Education Teachers employed in K-3 Special Education and Basic Skills Teachers English as a Second Language Teachers Reading Specialists Learning Disabilities Teacher Consultants Speech-Language Specialists 	2 Hours Annually	http://decadinhqvslexia.nj.gov/wp-content/uploads/2013/01/Reading-Disabilities-Task-Force-Final-report-2012.pdf

Reading Disabilities/
Dyslexia – NJ (2 hour)

b. Prevention: Suicide, Substance Abuse, Harassment, Intimidation and Bullying

Statutory/Regulatory Guidance	Statute/Regulation	Recipients (As described in law)	Time	Notes
<p>Suicide Prevention: All teaching staff members must attend instruction in suicide prevention as part of an individual's PD requirement. While this is not an annual requirement for all teaching staff members, the district must ensure that it is made available annually to those who have not completed the requirement (e.g. new staff, staff who were absent during the last session).</p>	N.J.S.A. 18A:6-112	<ul style="list-style-type: none"> Teaching Staff Members (Similar to "school staff", a member of the professional staff of any board of education who holds a valid and effective standard, provisional or emergency certificate, including teachers, administrators, school nurse, and school athletic trainer. N.J.S.A. 18A:1-1.) 	2 Hours per 5 Years	Instruction must be provided by a licensed health care professional with training and experience in mental health issues.
<p>Harassment, Intimidation and Bullying: The district board of education is required to review the training needs of district staff for the effective implementation of the HIB policies, procedures, programs, and initiatives and to implement locally determined staff training programs.</p>	N.J.S.A. 18A:37-17b and c, N.J.A.C. 6A:16-7.7	<ul style="list-style-type: none"> Public School Teachers; School Employees Volunteers with student contact; Contracted service providers 	Training on District Policy: Annually, Training on prevention: 2 Hours per 5 Years	http://www.state.nj.us/education/safety/behavior/hib/

Suicide Prevention Video (2 hour)

Anti-Bullying Bill of Rights -- NJ: 35 minutes

Cyber Bullying: 18 minutes
Peer Counseling, Anti-Violence and Conflict Resolution: 22 minutes

Student-to-Student Hazing and Harassment: 26 minutes
Suicide Prevention: 16 minutes
District Policies: 3+ minutes

<p>Recognition of Substance Abuse: In-service training program instruction for the identification of symptoms and behavioral patterns; appropriate intervention strategies; and the prevention, early intervention, treatment, and rehabilitation of individuals who show symptoms of substance abuse.</p>	<p>N.J.S.A. 18A:40A-15, N.J.A.C. 6A:16-3.1(a)(4)</p>	<p>• Public School Instructional Teachers</p>	<p>No Min. Req.; training must be reviewed/updated annually</p>	<p>Alcohol, Tobacco, and Drug Awareness</p>
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The language of the statute stipulates the required number of hours "per professional development period." The Department currently interprets this "professional development period" to be for five years, as this statute was passed prior to July 2013, when teachers were required to complete 100 hours of professional development every five years. Because the professional development cycle changed to a one-year cycle in July 2013, the Department recommends that, if not prescribed otherwise, teachers receive the required training in their first year of service and then at least every five years thereafter.

c. School Safety, Security and Code of Student Conduct

Statutory/Regulatory Guidance	Statute/Regulation	Recipients (As described in law)	Time	Notes
<p>School Safety: In-service training program to enable employees to recognize and appropriately respond to safety and security concerns, including emergencies and crises, consistent with the district board of education's plans procedures and mechanisms for school safety and security.</p>	<p>N.J.A.C. 6A:16-5.1(d)</p>	<p>• District Employees</p>	<p>Within 60 days of employment. Must be reviewed and updated annually</p>	<p>School Safety -- NJ</p>
<p>Law Enforcement Operations: In-service training must be provided on policies and procedures established in the subchapter on law enforcement operations for substances, weapons and safety and the exchange of information regarding the practices of the education and law enforcement agencies.</p>	<p>N.J.A.C. 6A:16-6.2(b)12</p>	<p>• School Staff</p>	<p>Not specified</p>	<p>We do not have this</p>
<p>Mandatory Gang Awareness Training for School Administrators: Administrators in their initial year of employment must attend a seminar developed by the Office of the Attorney General and provided annually in each county on the topic of how to recognize signs of gang involvement or activity. A seminar of equivalent</p>	<p>N.J.S.A. 52:17B-4.7</p>	<p>• School Administrators</p>	<p>During first year of employment as an administrator</p>	<p>http://www.state.nj.us/education/students/safety/behavior/gang/ Gang Awareness</p>
<p>Code of Student Conduct: District boards of education provide all employees training on the code of student conduct, including training on the prevention, intervention, and remediation of student conduct in violation of</p>	<p>N.J.A.C. 6A:16-7.1(a)4</p>	<p>• District Employees</p>	<p>Annually</p>	<p>http://www.state.nj.us/education/code/conduct/title6a/chaenr16.pdf We do not have this</p>

the board of education's code of student conduct.					
Potentially Missing/Abused Children Reporting: Training on procedures for the early detection of missing, abused, or neglected children through notification of reporting to, and cooperation with the appropriate law enforcement and child welfare authorities.	N.J.S.A. 18A:36-25, N.J.A.C. 6A:16-11	<ul style="list-style-type: none"> • Employees • Volunteers • Interns 		New employees as part of their orientation. Otherwise as determined by the district board of education.	http://www.state.nj.us/education/students/safety/soservices/abuse/
School Safety Teams: At least one PD opportunity in effective school climate improvement, practices, programs, or approaches.	N.J.S.A. 18A:37-21(b) & (d)	<ul style="list-style-type: none"> • School Safety Team members (School safety team: school principal or designee, a teacher, an anti-bullying specialist, a parent of a current student, and any other discretionary members.) 		N/A	
Electronic Violence and Vandalism Reporting System (EVRS): The chief school administrator must provide for the annual training of staff to prepare them to fulfill the reporting of weapons possession, violence, vandalism, alcohol, and drug abuse.	N.J.S.A. 18A:17-46, N.J.A.C. 6A:16-5.3 (d)2	<ul style="list-style-type: none"> • School Staff 		Annually	http://homeroom.state.nj.us/EVRS.htm

Child Abuse -- NJ

We do not have this

We do not have this

d. Health

Statutory/Regulatory Guidance	Statute/Regulation	Recipients (As described in law)	Time	Notes
Communicable Diseases: A medical inspector or nurse must lecture teachers concerning the methods employed to detect the first signs of communicable disease and the recognized measures for the promotion of health and the prevention of disease.	N.J.S.A. 18A:40-3, N.J.A.C. 6A:16-2.3(b)(xv)	<ul style="list-style-type: none"> • Teachers 		http://www.state.nj.us/education/students/safety/health/cdpr/
Use of Nebulizer: Certified school nurses or other persons authorized to administer asthma medication are required to receive training in airway management and on the use of nebulizers and inhalers consistent with nationally recognized standards.	N.J.S.A. 18A:40-12.8(a), N.J.A.C. 6A:16-2.3(b)2	<ul style="list-style-type: none"> • School Nurse 	Not specified	http://www.state.nj.us/education/code/current/title6a/chapter16.pdf
Asthma: The Commissioner must assure that annual asthma education opportunities are made available for school physicians and all teaching staff. The Nj Pediatric and Adult	N.J.S.A. 18A:40-12.9	<ul style="list-style-type: none"> • Teaching Staff • Medical Inspectors; • School Physicians; 	Education opportunities available annually	Student confidentiality must be maintained.

We do not have this

We do not have this

Asthma

<p>Asthma Coalition produced education videos which support this requirement.</p> <p>Diabetic Student Health Plan: Training by the school nurse in the care of students with diabetes.</p>	<p>N.J.S.A. 18A:40-12.13(d)</p>	<ul style="list-style-type: none"> • Appropriate staff members including staff working with school-sponsored programs provided in the individualized health care plan and the individualized emergency health care plan. 	<p>N/A</p>	<p>Student confidentiality must be maintained.</p> <p>http://www.state.nj.us/education/edsupport/diabetes/actio.pdf</p>
<p>School Nurse Delegate for Glucagon: The school nurse or other qualified health care professional must train school district employees who volunteer to administer glucagon to a student with diabetes who is experiencing severe hypoglycemia when the school nurse is not physically present.</p> <p>Training of Delegates for Epinephrine Administration: The certified school nurse in consultation with the board of education, or the chief school administrator of a nonpublic school, shall recruit and train volunteer designees who are determined acceptable candidates by the school nurse within each school building.</p>	<p>N.J.S.A. 18A:40-12.14, N.J.A.C. 6A:16-2.3(b)3vii</p>	<ul style="list-style-type: none"> • Appropriate staff - Volunteers designated by the school's assigned nurse to administer glucagon when that nurse is not physically present 	<p>N/A</p>	<p>http://www.state.nj.us/education/students/safety/health/svices/epi.pdf</p>
<p>General Student Needs Recognition: Training in human growth and development; substance abuse and dependency; and human and intercultural relations; and formal inclusion into each endorsement holder's PD plan.</p>	<p>N.J.S.A. 18A:40-3.3(a), N.J.A.C. 6A:9B-14.3(d) and 14.4(d)</p>	<ul style="list-style-type: none"> • School nurse endorsement holders 	<p>20 hours during the initial 3 years</p>	<p>The professional development requirements shall be incorporated into each endorsement holder's professional development plan.</p>
<p>Bloodborne Pathogens: Staff designated as at-risk of exposure under the district's Exposure Control Plan require training and schools must also identify students at risk of</p>	<p>N.J.S.A. 34:6A-25 et seq</p>	<ul style="list-style-type: none"> • School Staff 	<p>Annually</p>	<p>We do not have this</p>

Allergy Management/Food Allergies

We do not have this

We do not have this

We do not have this

Bloodborne Pathogens

exposure due to occupational training programs and provide equivalent training.					
Alcohol, Tobacco, and Other Drug Prevention and Intervention: District boards of education must ensure all education staff members receive in-service training in alcohol, tobacco, and other drug abuse prevention and intervention.	N.J.S.A. 18A:40A-3, 15, N.J.A.C. 6A:16-3.1(a)4	• Educational Staff Members	Annually		Alcohol, Tobacco and Drug Awareness -- NJ
Career and Technical Education: Initial training on safety and health issues prior to working or participating in any career and technical education course or program.	N.J.A.C. 6A:19-6, 4(d)8	• All new CTE staff and students	Prior to prior to working or participating in CTE		We do not have this
Lyme Disease: Training of all teachers who instruct students with Lyme disease which emphasizes the special needs and problems of students with the disease, in order to provide information about how best to teach those students.	N.J.S.A. 18A:35-5.3	• Teachers of students with Lyme disease	Annually		Lyme Disease -- NJ

e. Interscholastic Athletics

Statutory/Regulatory Guidance	Statute/Regulation	Recipients (As described in law)	Time	Notes
Interscholastic Athletic Head Injury Safety Training Program: School physicians, any person who coaches a public school district or nonpublic school interscholastic sport or cheerleading program, and an athletic trainer involved in a public or nonpublic school interscholastic sports program or cheerleading program are required to complete training in head injury prevention and management.	N.J.S.A. 18A:40-41.2	• School Physicians • Athletic Trainers • Coaches	Complete an interscholastic athletic head injury safety training program Distribute fact sheet annually to every student-athlete and parent/guardian of student athlete	http://www.nj.gov/education/aps/cccs/chps/concussions/policy.pdf
Cardiac Screening: Training and passage of cardiac screening module as promulgated by the Commissioner of Education.	N.J.S.A. 18A:40-41d(a) & (c)	• School physicians • Advanced nurses • Physician's Assistants	N/A	http://www.state.nj.us/education/education/students/

Concussions

We do not have this

Athletic Screening: Training and passage of physical examination module as promulgated by the Commissioner of Education	N.J.S.A. 18A:40-41.7(a)	<ul style="list-style-type: none"> School physicians Advanced nurses Physician's Assistants 	As designated by the district (for every update or amendment of policy)	safety/health/servives/athletic/ssasa.pdf	We do not have this
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f. Additional Professional Development Topics

Statute/Regulatory Guidance	Statute/Regulation	Recipients (As described in law)	Time	Notes	
Educator Evaluation: Training on the district's evaluation rubrics, policy, and procedures and any relevant educator practice instrument. Teachers new to the district require more thorough training.	N.J.S.A. 18A:6-123(b)(10), N.J.A.C. 6A:10-2.2(b)(1)	<ul style="list-style-type: none"> Teaching Staff Members 	Annually	http://www.state.nj.us/education/AchieveNI/	We do not have this
Educator Evaluation: Training on the teacher and principal practice instruments for any supervisor who will conduct observations for the purpose of evaluation of teachers, principals, assistant principals, or vice principals.	N.J.A.C. 6A:10-2.2(b)2,3	<ul style="list-style-type: none"> Supervisors who conduct observations of teachers, principals, assistant principals or vice-principals for the purpose of evaluation 	Before conducting any observations; refreshed annually	http://www.nj.gov/education/AchieveNI/responses/	We do not have this
Ethics, Law, Governance, Harassment, Intimidation, and Bullying: A school leader shall complete training on issues of school ethics, school law, and school governance as part of the professional development for school leaders required pursuant to State Board of Education regulations. Information on the prevention of harassment, intimidation, and bullying shall also be included in the training.	N.J.S.A. 18A:26-6.2, N.J.A.C. 6A:9C-4.3(a)5	<ul style="list-style-type: none"> Active school leaders serving on a permanent or interim basis whose positions require possession of the supervisor, principal or chief school administrator endorsement 	Specific training needs of each school leader are to be reviewed annually	Met through the individual professional development planning process to ensure school leaders' knowledge of these topics remains up-to-date.	We do not have this
Bilingual Education Inservice Training: District boards of education must develop a plan for inservice training for bilingual, ESL, and mainstream teachers based on their needs, and include instructional strategies to	N.J.A.C. 6A:15-1.8	<ul style="list-style-type: none"> Bilingual and ESL Teachers 	Not specified	Office of Title I's annual Bilingual/ESL Supervisors' Training helps	We do not have this

<p>help LEP students meet the CCCS and the WIDA English language development standards. All bilingual and ESL teachers must receive training in the use of the ESL curriculum.</p> <p>Equity and Affirmative Action: District boards of education must provide training for all school personnel on a continuing basis to identify and resolve problems associated with the student achievement gap and other inequities arising from prejudice on the basis of race, creed, color, national origin, ancestry, age, marital status, affectional or sexual orientation, gender, religion, disability or socioeconomic status.</p> <p>Integrated Pest Management (IPM): The IPM coordinator must train school staff involved with the implementation of the school's IPM Policy and Plan on the components pertaining to their school environment.</p> <p>Integrated Pest Management: The school and the Integrated Pest Management coordinator are responsible for educating the school community about potential pest problems and methods used to manage them.</p> <p>Special Education Training: A district receiving IDEA assistance must identify in its special education plan the in-service training needs for professional and paraprofessional staff who provide special education, general education or related services; insure that the in-service training is integrated to the maximum extent possible with other professional development activities; and provide for joint training activities of parents and special education, related services and general education personnel.</p> <p>Preschool Training: A district receiving Early Childhood Program Aid shall provide professional development and training specific to preschool education for all early childhood education administrators, teachers and teacher assistants.</p>	<p>N.J.A.C. 6A:7-1.6</p>	<ul style="list-style-type: none"> • Certified/Non-certified staff 	<p>New staff within 1st year. All staff on a continuing basis (as determined by district)</p>	<p>http://www.state.nj.us/education/code/chartent/title6a/cha62.pdf</p>	<p>districts fulfill this requirement</p>
<p>Integrated Pest Management (IPM): The IPM coordinator must train school staff involved with the implementation of the school's IPM Policy and Plan on the components pertaining to their school environment.</p>	<p>N.J.A.C. 7:30-13.2(c)</p>	<ul style="list-style-type: none"> • School staff involved with implementation of IPM plan 	<p>Not specified.</p>		<p>We do not have this</p>
<p>Integrated Pest Management: The school and the Integrated Pest Management coordinator are responsible for educating the school community about potential pest problems and methods used to manage them.</p>	<p>N.J.A.C. 7:30-13.2(c)</p>	<ul style="list-style-type: none"> • Teachers • Staff • Students • Parents/Guardians 	<p>Not specified</p>		<p>Integrated Pest Management</p>
<p>Special Education Training: A district receiving IDEA assistance must identify in its special education plan the in-service training needs for professional and paraprofessional staff who provide special education, general education or related services; insure that the in-service training is integrated to the maximum extent possible with other professional development activities; and provide for joint training activities of parents and special education, related services and general education personnel.</p>	<p>N.J.A.C. 6A:14-1.2(b)14</p>	<ul style="list-style-type: none"> • Professional and paraprofessional staff who provide special education, general education or related services 	<p>In accordance with approved special education plan</p>		<p>We do not have this</p>
<p>Preschool Training: A district receiving Early Childhood Program Aid shall provide professional development and training specific to preschool education for all early childhood education administrators, teachers and teacher assistants.</p>	<p>N.J.A.C. 6A:13A-3.1(c)8</p>	<ul style="list-style-type: none"> • Early childhood education administrators, teachers and teacher assistants 	<p>In accordance with approved preschool education plan</p>		<p>We do not have this</p>

Being developed

We do not have this

Integrated Pest Management

We do not have this

We do not have this

<p>Teacher Mentor Training: Mentors working with novice provisional teachers as part of the district mentoring program must complete a comprehensive mentor training program that includes, at a minimum, training program with a curriculum that includes, at a minimum, training on the school district's teaching evaluation rubric and practice instrument, Professional Standards for Teachers, CCCS, classroom observation skills, facilitating adult learning, and leading reflective conversations about teaching practice</p>	<p>N.J.A.C. 6A:9C-5.2(a)7</p>	<p>• Mentor teachers assigned to work 1-1 with novice provisional teachers</p>	<p>Before serving as a mentor</p>	<p>We do not have this</p>
<p>I&RS Referral: The function of the system of intervention and referral services in each school building shall be to provide support, guidance and professional development to school staff who identify learning, behavior and health difficulties;</p>	<p>N.J.A.C. 6A:16-8.2(a)4</p>	<p>• Staff members who identify learning, behavior and health difficulties through the I&RS process</p>	<p>N/A</p>	<p>We do not have this</p>
<p>NJ SMART: The school district shall ensure that teachers, school administrators and central office supervisors receive training in NJ SMART and its data query resources.</p>	<p>N.J.A.C. 6A:13-2.1(d)3</p>	<p>• Teachers • School administrators • Central office supervisors</p>	<p>Not specified</p>	<p>We do not have this</p>