

## TALKING PAPER

### ON

#### ADDITIONAL CERTIFICATION REQUIREMENTS FOR AFJROTC INSTRUCTORS

- TITLE 10, Subtitle A, PART III, CHAPTER 102 - JUNIOR RESERVE OFFICERS' TRAINING CORPS was revised and legislation passed under the National Defense Authorization Act (NDAA) of 2011 that states:
  - Sec. 2033. Instructor qualifications
    - In General. - In order for a retired officer or noncommissioned officer to be employed as an instructor in the program, the officer must be certified by the Secretary of the military department concerned as a qualified instructor in leadership, wellness and fitness, civics, and other courses related to the content of the program, according to the qualifications set forth in subsection (c)(2), as appropriate.
    - (2)(c) Completion of secondary education teaching certification requirements for the program as established by the Secretary of the military department concerned.
      - This provision of Title 10 has provided the framework for JROTC instructors to be certified/licensed within each state.
- Majority of states where JROTC programs are taught accept certification programs provided by the overseeing military department.
  - Army, Navy, Marine Corps JROTC instructors are required to complete four provided distance learning courses to complete their service provided certification.
  - Air Force JROTC instructors are not required to complete the distance learning courses to complete service provided certification.
- There are currently 16 states requiring instructors to complete additional certification coursework prior to being fully certified/licensed to teach within that state. The following states require additional courses and how they are completed:
  - **California (CA)** – Instructors hired in CA are given a preliminary 5 year certification with a successful passing score on the US Constitution Exam and proof of CPR and Basic First Aid course.
  - To earn a Clear Credential in a Single Subject Special Subjects (JROTC) instructors must complete the following within the five year window through an accredited college/university secondary education preparation program:
    - Implementation of Health Instruction Framework for California School
    - Assessing Student Learning
    - Classroom/Laboratory Management and Safety
    - Curriculum and Instruction
    - Foundations and Professional Legal/Ethical Responsibility
    - Teaching English Learners and Students with Special Needs
    - Early Orientation to Teaching
    - Culminating Portfolio
    - Many CA school require an additional Specially Designed Academic Instruction Delivered in English (SDAIE) for English Learners.

- **California (Cont.)** – A recent addition to JROTC certificate has potential to require instructors to complete additional requirements to teach and earn PE credit.
  - Districts may elect to continue to allow PE credit without additional certification.
  - If districts elect to impose additional requirements to teach PE:
    - Complete 3 part Physical Education California Subject Exam for Teachers (CSET), or
    - Complete program of study through accredited and approved preparation program.
    - District imposed requirements will also require instructors to complete the California Basic Educational Skills Test (CBEST).
- **DoDEA Schools** – Accepts service provided certification course for initial hire, but must complete the following to maintain certification:
  - Required to complete 6 semester hours of undergraduate or graduate course work through a regionally accredited educational institution every six years.
  - Certification is renewed every six years.
- **Florida (FL)** – Generally there are no additional state mandated certification requirements, service provided certification is accepted except in a small group of school districts:
  - (FL-034) Required Professional Knowledge test administered by state.
  - (FL-034) Required Vocational Education Certificate.
  - (FL-034) Child Psychology professional development seminar.
  - (FL-881) Required Vocational Education Certificate:
    - Requires in-service training totaling 120 clock hours within 2 years.
  - (FL-023) English to Speakers of Other Languages (ESOL), 18 hour course completed within 24 months.
- **Georgia (GA)** – Offers a permit or optional certification for JROTC instructors, both have the same minimum requirements:
  - Pass the Georgia Assessment for the Certification of Teachers (GACE) or score 1000 or better on the SAT or 43 or better on ACT.
  - Complete 3 credit hour course “The Exceptional Child” completed through each county education office.
  - Complete 6 Professional Learning Units of credit within 3 year timeframe.
- **Iowa (IA)** – Offers a Career and Technical Education (CTE) certification and credit for JROTC programs when instructors complete requirements.
  - Instructors are given a 6 year provisional contract to complete the following:
    - New teacher workshop or two year mentorship program within school
    - Methods and Techniques of Teaching
    - Course and Curriculum Development

- **Iowa (Cont.)**
  - Measurement and Evaluation of Programs and Students
  - History and Philosophy of Vocational and Career Education
  - Coursework for the instruction of exceptional learners to include individuals with disabilities.
- **Kentucky (KY)** – Instructors are considered certificated teachers and receive CTE credit for courses taught and must complete the following within 90 days of hiring:
  - New-to-Kentucky Teacher.
  - Substitute Teacher Orientation.
  - Certificate may be renewed at the two year point when the following is completed:
    - Successful completion of 24 clock hours of district approved professional development, or
    - Successful completion of 6 semester hours from a college or university to include the following:
      - Human Growth and Development and Learning Theory.
      - Foundations of Education.
- **Missouri (MO)** – Instructors are licensed in CTE and receive a preliminary license for 3 years to allow time to complete 6 courses to receive a clear license.
  - Additional coursework requirements:
    - Foundations/Implementation of CTE
    - Methods of Teaching CTE
    - Curriculum Construction in CTE
    - Psychology of the Exceptional Child
    - Performance Assessment in CTE
    - Vocational Guidance
- **Montana (MT)** – First Air Force JROTC unit in MT, district is working to align curriculum with a CTE pathway. CTE credit will require instructors to earn a Class 4 CTE License. License is renewed every 5 years requiring instructors to complete 60 hours of renewal units from the following courses:
  - Curriculum and Instruction in CTE
  - Safety and Teacher Liability
  - Professional Development hours
  - Principles and/or Philosophy of CTE
  - Learning Styles/Teaching Styles, including serving students with special needs
  - Classroom Management
  - Teaching Methods
  - Career Guidance in CTE or Endorsement in related Technical Studies

- **Montana (Cont.)**
  - School district stated in email that they should be able to accept the 4 Holm Center provided distance learning courses to help meet the requirement of needed courses for renewal.
- **North Carolina (NC)** – Accepts service provided certification courses, issues a provisional license until the following requirements are met:
  - Initial Licensure Training – conducted at district level
  - Child Psychology Course
  - Instructional Methods and Techniques
    - Both course requirements can be met by completing Holm Center provided distance learning courses and letter of completion issued by Instructor Management.
  - Two year observational period (probation)
- **Nebraska (NE)** – Issues a 5 year renewable teaching certificate in CTE with completion of the Following course:
  - Human Relations
    - Maybe taken online or in a classroom setting.
- **Nevada (NV)** – Although NV accepts the service provided certification of JROTC instructors, those hired after 2002 must complete the following to receive an endorsement (license):
  - Instructors state they must pass a comprehensive exam on the US Constitution.
  - Complete 3 semester hours in course of study regarding parental involvement and family engagement.
  - Renewal requires a minimum completion of 3 semester hours or professional development credit every 5 years.
- **New York (NY)** – State accepts service provided certification, however the following workshops are required prior to instructors receiving or renewing their “Other School Service Permit.”
  - School Violence Intervention and Prevention – 2 clock hours
  - Dignity Against All Students Act (DASA) – 6 clock hours
  - Child Abuse Identification – 2 clock hours
- **Pennsylvania (PA)** – State issues instructors a certification in Military Science (JROTC) and accepts service provided certification. However, PA also requires that all instructors achieve a passing score on the following assessment:
  - PRAXIS I Reading and Writing test
- **Tennessee (TN)** – State accepts service provided certification and offers JROTC units credit in Financial Literacy and US Government if instructors complete the following:
  - Teaching Personal Finance seminar offered free through local colleges.
  - PRAXIS II for Government/Civics paid for by school district.

- **Texas (TX)** – AFJROTC instructors are currently issued an emergency certification annually based on certification requirements being met through attending JICC.
  - Instructors wishing to earn additional certifications must comply with SB 1309.
    - Hold a bachelor's degree
    - Satisfy eligibility and testing requirements.
    - Complete an approved alternative educator preparation program.
- **Virginia (VA)** – State requires an additional 12 semester hours of college credit above service provided certification. State grants 3 year provisional license until courses are completed:
  - Educational Theory
  - Classroom Management
  - Curriculum Planning
- **Washington (WA)** – Many school districts are aligning JROTC with a CTE pathway which now requires AFJROTC instructors to earn a CTE certification. Instructors are given a 4 year provisional certification to complete these requirements. This new certification will require instructors to complete 12 to 13 classes either online or in a college/university classroom at a cost the instructor taking the course must pay.

#### - Impacts

- Financial – These requirements may put a financial burden on instructors. Although newly hired instructors from active duty may not be impacted financially as they would have at their disposal access to Post 9/11 education benefits. However, Air National Guard or Air Force Reserve instructors do not receive the same level of VA education compensation. Additionally, instructors who move from state to state or may not have VA educational benefits remaining will incur these additional costs.
- Time – Instructors are already severely impacted with available time just teaching and managing their JROTC programs. Many instructors are already working 50 – 60 hours a week meeting program requirements and school/community requests. These additional certification requirements will certainly take away time from quality family time and/or co-curricular activities within their JROTC program.

#### - Possible Solutions

- Enforce Title 10, Subtitle A, Part III, Chapter 102, Section 2033, Statue (b) (2) (C) Completion of secondary education teaching certification requirements for the program as established by the Secretary of the military department concerned.
  - This may negatively impact programs where comprehensive certification/licensing requirements exist.
    - Reduce the capability of programs to offer any credit other than electives.
    - Reduce the academic of instructors and programs on school campuses.
    - Impact enrollment numbers if elective credit is only allowed.
- Ensure potential instructors also enroll with Troops To Teachers (TTT) when they complete JROTC instructor application.
  - If instructors wait until hired to complete TTT application they are not eligible for

monetary assistance. TTT application must be completed prior to hiring.

--- This will ease the financial burden for newly hired instructors.

-- Provide a listing of states that require additional certification/licensing requirements so that instructors are aware of states where additional requirements above a service provided certification exist.

-- When instructors are hired make the completion of the 4 Holm Center provided distance learning courses mandatory.

--- Allow 12 months from hire date to complete all courses.

--- States may accept these courses, replacing the need to take state provided courses.

---- Instructor Management issues or instructors download certificate of completion.

---- Four distance learning courses provided on Holm Center.com:

---- Classroom Management

---- Education Psychology

---- Learning and the Brain

---- Secondary Methods

- Summary

-- There is no question that school district and state education administrators understand the positive impact JROTC programs have in their schools. They are grateful to have them because of the positive role models these programs provide for young men and women. The position that some states take is the addition of courses will help better prepare JROTC instructors for teaching in the secondary education environment. Should JROTC instructors meet additional state mandated certification requirements, many states say no additional requirements are necessary. However, we must also keep in mind that other secondary education teachers have gone through a state approved preparation program, many starting their freshman year in college. JROTC instructors are respected members on any school campus. Any decision should keep in mind the needs of both the instructor and school district.