TEACHNJ IMPLEMENTATION

South Orange and Maplewood Board of Education
Public Board Meeting
March 17, 2014
THE TEACHER EFFECTIVENESS AND ACCOUNTABILITY FOR THE CHILDREN OF NEW JERSEY ACT

TEACH NJ

August 6, 2012
RAISE STUDENT ACHIEVEMENT BY IMPROVING INSTRUCTION

Adopt an evaluation system that provides specific feedback to educators
TEACHNJ REGULATIONS

AchieveNJ

2013-2014
ADOPT A MEASUREMENT INSTRUMENT TO EVALUATE TEACHER PRACTICE

Four Levels of Effectiveness:

• Highly Effective
• Effective
• Partially Effective,
• Ineffective
STATE APPROVED FRAMEWORK TO MEASURE TEACHER PRACTICE

Danielson Framework for Teaching
FRAMEWORK NAMES FOUR DOMAINS OF TEACHER PRACTICE

• Planning and Preparation
• Classroom Environment
• Instruction
• Professional Responsibilities
TEACHER OBSERVATION/EVALUATION

Professional Development Plan including
Student Growth Objectives
TEACHER OBSERVATION/EVALUATION

Minimum of three formal observations
TEACHER OBSERVATION/EVALUATION

1<sup>st</sup> and 2<sup>nd</sup> Year Non-Tenured Teachers

• 2 Announced
• 1 Unannounced
TEACHER OBSERVATION/EVALUATION

3rd and 4th Year Non-Tenured Teachers

• 1 Announced
• 2 Unannounced
TEACHER OBSERVATION/EVALUATION

Tenured Teachers

• 1 Announced
• 2 Unannounced
TEACHER OBSERVATION/EVALUATION

• Pre-Observation Conference
• Post-Observation Conference
NUMBER OF WRITTEN DOCUMENTS TO BE COMPLETED BY EVALUATORS

- 525 Professional Development Plans (PDPs) with Student Growth Objectives (SGOs)
- 1575 Classroom Observations
  (835 more than last year)
- 525 Summative Evaluations
COMPONENTS OF THE SUMMATIVE EVALUATION

• Teacher Practice
  ❖ Danielson Framework
• Student Achievement
  ❖ Student Growth Objectives
  ❖ Student Growth Percentiles
WEIGHTINGS FOR TEACHERS WITH AN SGP

(Language Arts and Math Teachers grades 4-8)

• 55% Teacher Practice
• 15% SGOs
• 30% SGP
WEIGHTINGS FOR TEACHERS WITHOUT AN SGP

• 85% Teacher Practice
• 15% SGOs
SUMMATIVE RATING CUT SCORES

• 1.0 – 1.84 – Ineffective
• 1.85 – 2.64 – Partially Effective
• 2.65 – 3.49 – Effective
• 3.50 – 4.00 – Highly Effective
SUMMATIVE SCORE FOR PRINCIPALS AND ASSISTANT PRINCIPALS

• Score on a State approved practice rubric
• Score on the progress on their Annual Professional Goals
• Score on the State Practice Rubric for Evaluation Leadership
• Score based on the Average SGO for the Building
• Score based on the school-wide SGP
SUMMATIVE RATING

Assigned to each teacher at the end of this school year
“...teaching staff members... shall be under tenure during good behavior and efficiency and they shall not be dismissed or reduced in compensation except for inefficiency, incapacity, or conduct unbecoming such a teaching staff member or other just cause and then only in the manner prescribed by....this Title...”
ATTAINING TENURE

PRIOR TO AUGUST 6, 2012

- 3 CONSECUTIVE CALENDAR YEARS; OR
- EQUIVALENT OF MORE THAN 3 ACADEMIC YEARS WITHIN A PERIOD OF ANY 4 CONSECUTIVE ACADEMIC YEARS

AFTER AUGUST 6, 2012

- 4 CONSECUTIVE CALENDAR YEARS; OR
- EQUIVALENT OF MORE THAN 4 ACADEMIC YEARS WITHIN A PERIOD OF ANY 5 CONSECUTIVE ACADEMIC YEARS
ATTAINING TENURE

PRIOR TO AUGUST 6, 2012

- “EARLY TENURE” ALLOWED: “…OR ANY SHORTER PERIOD WHICH MAY BE FIXED BY THE EMPLOYING BOARD FOR SUCH PURPOSE…”

AFTER AUGUST 6, 2012

- NO EARLY TENURE.
ATTAINING TENURE

PRIOR TO AUGUST 6, 2012

- NO RATING SYSTEM

AFTER AUGUST 6, 2012

- IN YEARS 2, 3, AND 4, RATING OF “EFFECTIVE” OR “HIGHLY EFFECTIVE” IN TWO OF THREE ANNUAL EVALUATIONS

- (MAY ALSO RECEIVE RATING OF “PARTIALLY EFFECTIVE” OR “INEFFECTIVE”)
“EFFECTIVE” AND “HIGHLY-EFFECTIVE” DEFINED

- “...an annual summative evaluation rating of “effective” or “highly effective” based on the performance standards for his position established through the evaluation rubric adopted by the board of education and approved by the commissioner.”
PRIOR TO AUGUST 6, 2012

- 2 consecutive calendar years in new position; or
- 2 academic plus beginning of next academic year; or
- Employment in new position for equivalent of more than 2 academic years within 3 consecutive academic years

AFTER AUGUST 6, 2012

- Same as prior to August 6, 2012, plus, New requirement – for teacher, principal or asst. principal (not other positions) to receive promotional tenure, must be evaluated as “effective” or “highly effective” in 2 annual evals in first 3 years in position
Corrective Action Plans

- Must be developed for any teaching staff member rated ineffective or partially effective
- Written plan developed by teaching staff member serving in supervisory capacity in collaboration with teaching staff member
- Must include:
  - Timelines for corrective action
  - Responsibilities of individual teaching staff member
  - Responsibilities of district
  - Specific support that the district shall provide
Tenure Charges for Inefficiency

- Eliminates 90 day improvement plan
- Superintendent **must** file charge of inefficiency whenever employee is rated ineffective or partially effective in one year and then ineffective in the following year
- Superintendent **may** file charge of inefficiency if rated partially effective 2 years in a row or ineffective in first year and partially effective in year 2
  - Supt. must explain in writing to BOE exceptional circumstances justifying waiting an additional year
Tenure Charges for Inefficiency

- Tenure charges for inefficiency must be based on evaluations that are part of a state approved evaluation rubric
- Cannot use evaluation instruments that are not state approved
Due Process Revisions

- Arbitration
- Discovery Limits
- Tight Timelines
- Limited Scope of Review and Appeal
Arbitration

- Commissioner shall maintain list of 25 permanent arbitrators, including reps chosen by NJPSA, NJEA, AFT, NJSBA
- Hearing held within 45 days of assignment
- Cost of arbitrator borne by State
- Hearing to last no more than 6 days
- No depositions, interrogatories limited to 25 without subparts
- Decision within 45 days of hearing
Decisions not appealable to Commissioner
Limited judicial review
Arbitrator can only extend timelines with approval from Commissioner
Commissioner may remove arbitrator for not adhering to timelines
If this occurs, new arbitrator and new hearing
Issues within Arbitrator’s purview

- For charges of inefficiency, shall only consider:
  - If evaluation failed to adhere substantially to evaluation process, including corrective action plan
  - If there is a mistake of fact in the evaluation
  - If charges are motivated by political affiliation, nepotism, union activity, discrimination, or other illegal motives (such as whistleblowing)
  - If actions were arbitrary and capricious
  - CANNOT consider the evaluator’s determination as to the quality of employee’s classroom performance