

# 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

3<sup>rd</sup> 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

# NJSMART

# SUMMATIVE RATING

Assigned to each teacher at the end of  
this school year

# TENURE DEFINED

**“...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.”

# Promotional Tenure Attainment

## 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



# Arbitration (cont'd)

- ▣ 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