



# Amendments to TEACHNJ Educator Evaluation Regulations

April 2014

# Summary

- The experiences of districts in the past seven months have informed our thinking, and we remain committed to a continuous improvement approach to evaluation.
- Today we are introducing regulations that provide clarification, correct minor errors, and make adjustments to the current regulations to improve implementation in 2014-15.
- The NJDOE will continue to respond to feedback from educators and provide substantial real-time support to teachers, principals, and superintendents.

# Agenda

Evaluation in 2013-14: Seven months into full implementation

- What we've learned
- Looking ahead

Rationale for Proposed Changes

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Proposed Regulations for 2014-15

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# What we've learned in 2013-14

First year of implementation shows strengths and challenges to build on for 2014-15

	Strengths	Challenges	What we are doing
Observations	<ul style="list-style-type: none"> <li>Teachers are receiving required <b>observations &amp; feedback</b></li> </ul>	<ul style="list-style-type: none"> <li>Administrative capacity concerns in some districts</li> </ul> <p><i>Pilots and research tells us that this improves in second and subsequent years</i></p>	<ul style="list-style-type: none"> <li>Highlighting best practices</li> <li>Providing implementation tools to reduce costs/time</li> <li>Approving waivers to allow flexibility to meet requirements</li> </ul>
Student Growth Objectives (SGOs)	<ul style="list-style-type: none"> <li>Teachers have developed <b>SGOs on-time</b></li> <li>Increase in professional discussions around student achievement</li> </ul>	<ul style="list-style-type: none"> <li>Process to develop SGOs should be more collaborative</li> </ul>	<ul style="list-style-type: none"> <li>Significant <a href="#">SGO resources, training, and examples</a></li> <li>Ongoing state workshops for teachers and administrators</li> </ul>
Student Growth Percentiles (SGPs)	<ul style="list-style-type: none"> <li>Majority of districts have reviewed data</li> <li>Anecdotally the data is aligned with expectations</li> </ul>	<ul style="list-style-type: none"> <li>Many districts still need to share data with staff</li> <li>Concerns around data input quality (linking student rosters to teachers)</li> </ul>	<ul style="list-style-type: none"> <li>Significant <a href="#">SGP resources, training and examples</a></li> <li>Tracking usage and following up with districts</li> <li>Developing data quality protocols</li> </ul>

# Looking ahead: Finishing strong in '13-'14 and preparing for '14-'15

## April/May

- **Additional guidance** on end-of-year issues such as Corrective Action Plans, evaluation scoring, etc.
- **Initial guidance on 2014-15 evaluations**
- **Non-tenured teachers observations complete** by April 30; contract status notification by May 15
- **Proposed changes to regulations providing clarification and minor corrections**

## June

- **SGOS are completed and scored** by end of the school year; new round of training in May-June
- Districts must respond to **Department survey** about evaluation rubric, practice instruments, etc. by June 1
- **Summative conferences** must be complete by end of the school year

## July/August

- **Collection of 2013-14 evaluation data**
- **Summer 2014-15 implementation workshops**

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# Rationale for N.J.A.C. 10 Amendments

- **Responsiveness:** By collaborating with and listening to educators, we identified some key amendments to make the rules clearer or less burdensome in practice.
- **Continuity:** We are only proposing minor changes with the intent of staying the course for 2014-15.
- **Continuous improvement:** We are committed to ongoing district support and will continue to identify areas for improvement.

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Rationale for Proposed Changes

Proposed Regulations for 2014-15



# Types of changes to N.J.A.C. 6A:10-10

1. Minor clarifications and edits (*i.e. change “rubrics” to “rubric” in definition section*)
2. Minor changes in requirements to address implementation challenges
3. Reorganized sections and created educator appeals process

# Notable requirement changes

Topic	N.J.A.C.	Originally Proposed	Change Proposed	Rationale
Deadline for setting Student Growth Objectives (SGOs)	6A: 10-4.2(e); 5.2(e)	Oct. 15	Oct. 31	Allows two additional weeks for teachers and supervisors to set strong goals
Recording SGOs in personnel file	6A:10-4.2(e); 5.2(e)	Filed at time SGOs set	Filed once SGOs calculated	Relieves administrative burden of 2-part filing
Deadline for one co-observation	6A:10-2.2(b)4	Dec. 1	End of year (for 2 co-observations)	Provides district flexibility and remove data point to track
Observations reports	6A:10-2.4(g); 4.4(c); 5.4(d)	Required “written observation reports”	Allows accessible electronic reports	Saves time, money and reflects current educator practice

# Notable requirement changes (continued)

Topic	N.J.A.C.	Originally Proposed	Change Proposed	Rationale
Create appeals process for procedural violations	6A:10-2.6	n/a	Establishes appeals process for educators	Create a fair and impartial process so that district administrators can address concerns
Evaluation for teaching staff members other than teachers, principals, VPs, and APs	6A:10-6	Described in 6A:10-2.4(h)	Moves description to its own section	Clarifies rules through improved organization of chapter