TEACHNJ Regulation Proposals:
Building an Effective Evaluation System for Teachers and Principals

March 6, 2013

Agenda

I.   Describe the purpose of today's proposed TEACHNJ regulations.

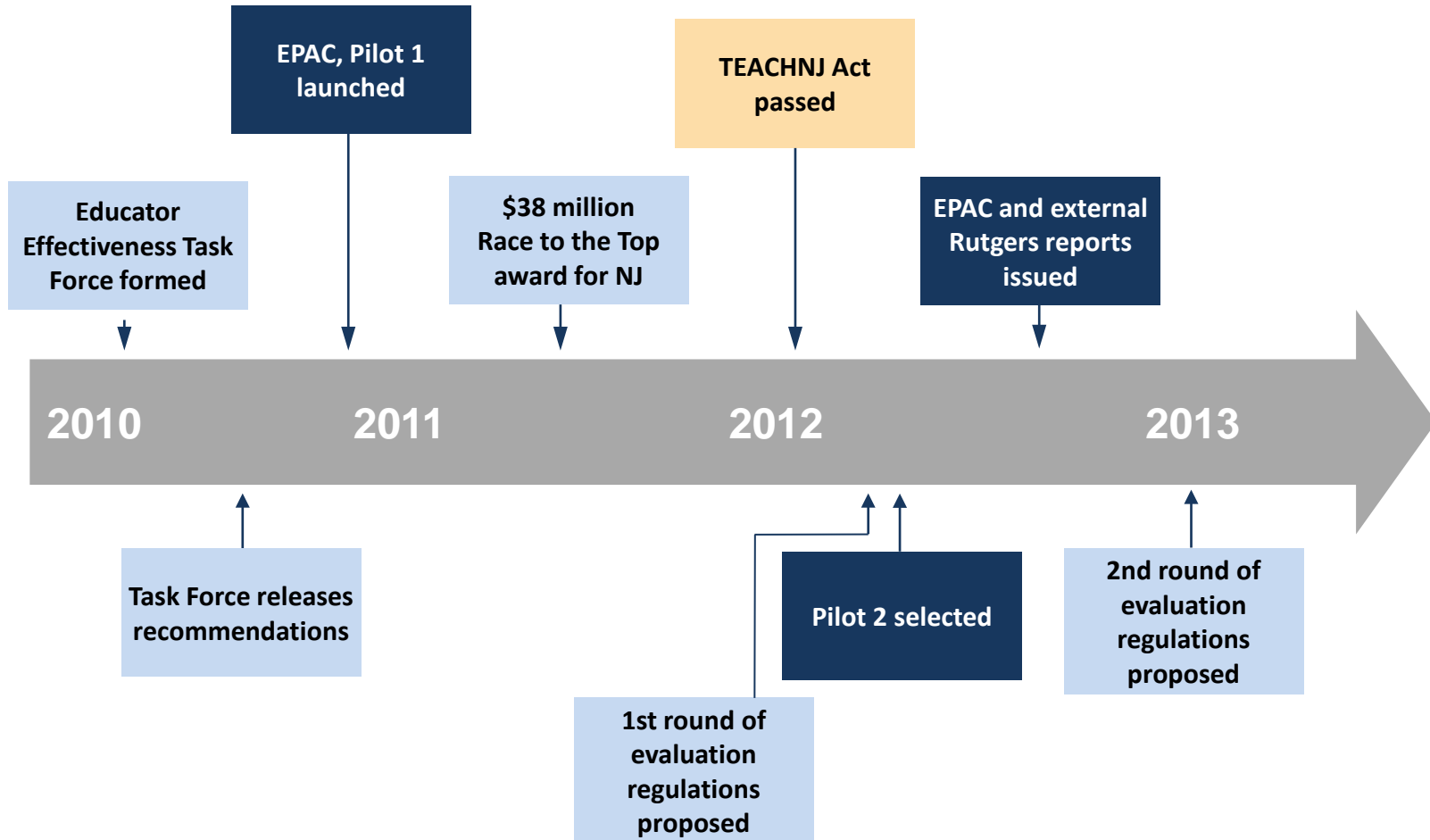**II. Introduce new terms and concepts in Chapter 10 Share key elements of regulations:**

- Teacher Evaluation Overview

- Principal Evaluation Overview

- Other TEACHNJ Requirements

III. Introduce amendments to Chapter 3 to align with TEACHNJ.

Context: Why is educator evaluation important?

- **Educator quality is the most influential in-school factor** for student learning.

- **Improving student achievement is the most important goal of all schools,** and we must align our policies with that priority.

- This evaluation system is meant to help teachers and leaders **continuously improve their practice.**

- This represents an **important cultural shift**, allowing schools to better prioritize student and educator growth in decision making.

Context: More than three years of evaluation progress

EPAC, Pilot 1 launched

TEACHNJ Act passed

Educator Effectiveness Task Force formed

$38 million Race to the Top award for NJ

EPAC and external Rutgers reports issued

2010   **2011**   **2012**   **2013**

Task Force releases recommendations

Pilot 2 selected

2nd round of evaluation regulations proposed

1st round of evaluation regulations proposed

Context: Key provisions of TEACHNJ

Historic tenure legislation: TEACHNJ Act
- **Unanimous approval of the State Legislature**
- **Governor Christie signed bill into law on August 6, 2012**

Support	• Required training on the evaluation system • Targeted feedback to drive professional development • School Improvement Panel conducts evaluations, leads mentoring, and identifies professional development opportunities • Corrective Action Plan for Ineffective/Partially Effective rating
Evaluation	• Implementation in 2013-2014 • Four levels of summative ratings • Educator practice instruments used for multiple observations • Multiple objective measures of student learning for teachers, principals, VPs/APs
Tenure	• Teachers earn tenure after 4 years based on effectiveness • Effective ratings required to maintain tenure • Dismissal decisions decided by arbitrators

Context: What's the same?

- **Annual evaluation** of all teaching staff members

- Superintendent develops evaluation policies; gets district **board approval**

- Annual **summary conferences**

- Annual **performance report**

- Individualized **professional development planning**

- **Three observations** with post-observation conferences for all **nontenured teaching** staff members by April 30 of each year

- **Mentoring** for novice teachers

Application of TEACHNJ

		4-yr Timeline for Earning Tenure*	Earning Tenure Linked to Evaluation Rating*	Rubric must have 4 Rating Categories**	Automatic Trigger for Tenure Charges***	ScIP conducts evaluation	Individual PD Plan	CAP	Streamlined Arbitration Process
"All Teaching Staff Members"	Teacher (holding and working under instructional certificate)	✓	✓	✓	✓	✓	✓	✓	✓
	Principal, VP/AP (holding position & has administrative certificate)	✓	✓	✓	✓		✓	✓	✓
	Director, Supervisor	✓		✓			✓	✓	✓
	School Nurse, Athletic Trainer	✓		✓			✓	✓	✓
	Counselor, Therapist	✓		✓			✓	✓	✓
	Secretarial & Custodial Staff								✓
	Teacher at State Institution/ Katzenbach								✓

- TEACHNJ places a **special focus on teachers, principals, assistant/vice principals**.
- Districts will have **considerable discretion** over methods of evaluating teaching staff members (highlighted in gray) compared to the more specific requirements for teachers/principals/APs/VPs.

*If board-approved after 8/6/12   ** Highly Effective, Effective, Partially Effective, Ineffective   *** i.e. after 2 ineffective ratings

Context: DOE commitment to communication and support

Support	Examples
Informational Materials and Sample Forms	• Informational guide and presentation • Overviews of new measures • Summative evaluation forms • Goal-setting forms • Sample templates • Evaluation leadership rubric
Presentations and Training	• 8 regional presentations • School visits • Implementation managers • Superintendent /Curriculum Directors roundtables • Stakeholder conferences
Guidebooks	• Goal-setting methodology and examples • Principal evaluation • Teacher evaluation
On-Going Communication	• Redesigned website: www.nj.gov/education/achievenj • Phone support: (609) 777-3788 • Email support: educatorevaluation@doe.state.nj.us • Regular communication to school leaders and teachers

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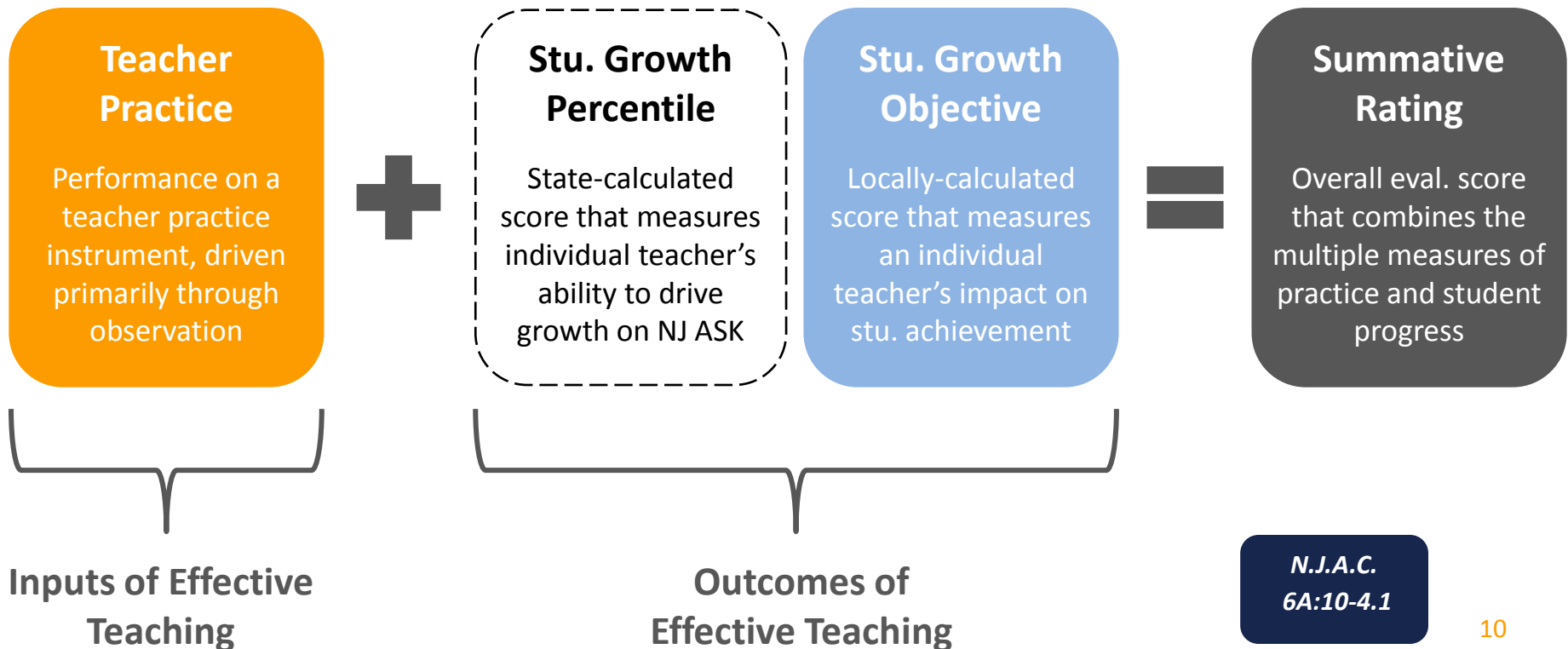I. **Describe the purpose of today's proposed TEACHNJ regulations.**

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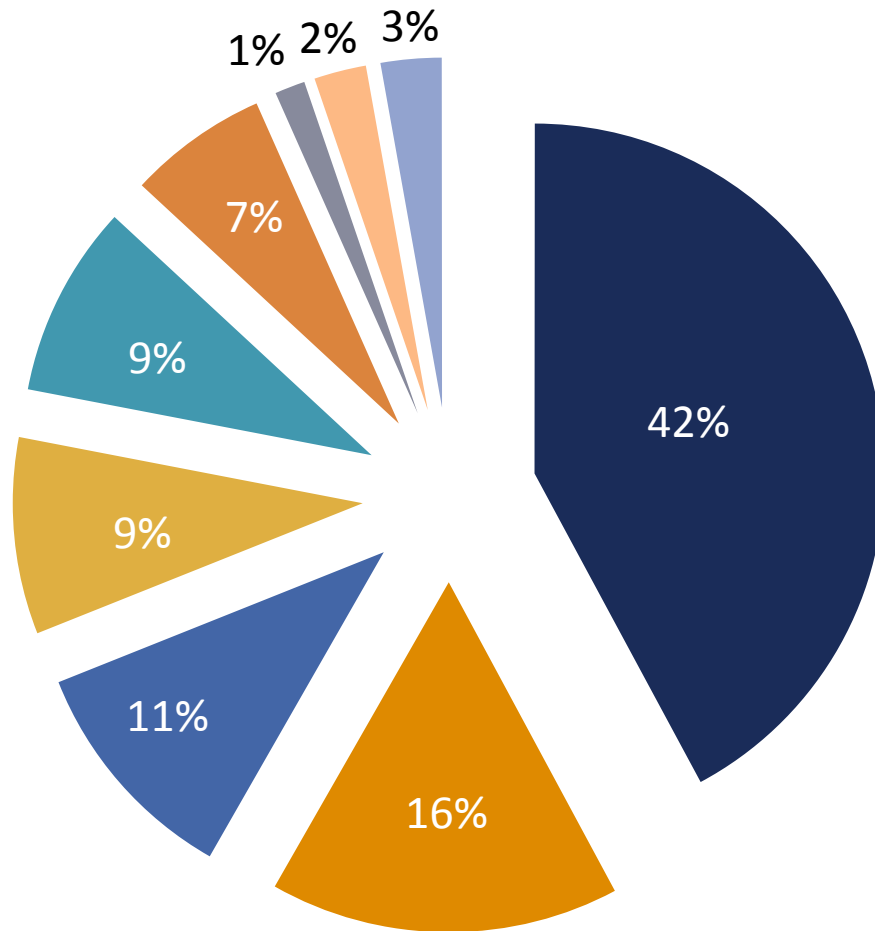
- Other TEACHNJ Requirements

III. **Introduce amendments to Chapter 3 to align with TEACHNJ.**

Teacher Evaluation: *Introduction*

- The **TEACHNJ Act requires** evaluations to include **multiple measures** of student progress and multiple data sources.

- **New teacher evaluation systems will include** the following components:

Teacher Practice		**Stu. Growth Percentile**	**Stu. Growth Objective**		**Summative Rating**
Performance on a teacher practice instrument, driven primarily through observation	**+**	State-calculated score that measures individual teacher's ability to drive growth on NJ ASK	Locally-calculated score that measures an individual teacher's impact on stu. achievement	**=**	Overall eval. score that combines the multiple measures of practice and student progress

Inputs of Effective Teaching

Outcomes of Effective Teaching

N.J.A.C. 6A:10-4.1

Teacher Evaluation: *Introduction to Teacher Practice*

Teacher Practice Instruments

- Danielson 2011
- Danielson 2007
- Stronge
- McREL
- Marzano
- Marshall
- Rhode Island Model
- Instruments used in < 5 districts
- District-developed models

Pie chart values: 42%, 16%, 11%, 9%, 9%, 7%, 1%, 2%, 3%

Teacher Practice + Student Growth Percentile + Student Growth Objective = Sum. Rating

N.J.A.C. 6A:10-6

Teacher Evaluation: *Teacher Practice Protocols*

- **Long:** 40 minutes, with post-conference
- **Short:** 20 minutes, with post-conference

Teacher Categories		Minimum # of Observations Required	Multiple Observers
Nontenured	Years 1–2	**3** (2 long, 1 short)	Required
	Years 3–4	**3** (1 long, 2 short)	
Tenured	Effective Highly Effective	**3** (0 long, 3 short)	Recommended
Corrective Action Plan		**+1** (*length at district discretion*)	Required

Notes:
- Long observations for non-tenured teachers must have a pre-conference. Long observations, beyond the minimum requirements, do not require pre-conferences.
- Within the minimum requirements, all teachers must have at least one unannounced and one announced observation.

Teacher Practice ➕ Student Growth Percentile Student Growth Objective ＝ Sum. Rating

N.J.A.C. 6A:10-4.4

Teacher Evaluation: *Training and reliability provisions*

- **All teaching staff members** being evaluated **must be trained** on evaluation rubric.

- Before observing for the purpose of evaluation, all **observers must be trained** on the instrument.

- **All observers** must participate in **2 "co-observations"** (i.e. double-scored observations).

- All evaluators must participate in **yearly "refresher"** training.

- **CSA/Superintendent will certify** every year that observers for the purpose of evaluation have been trained.
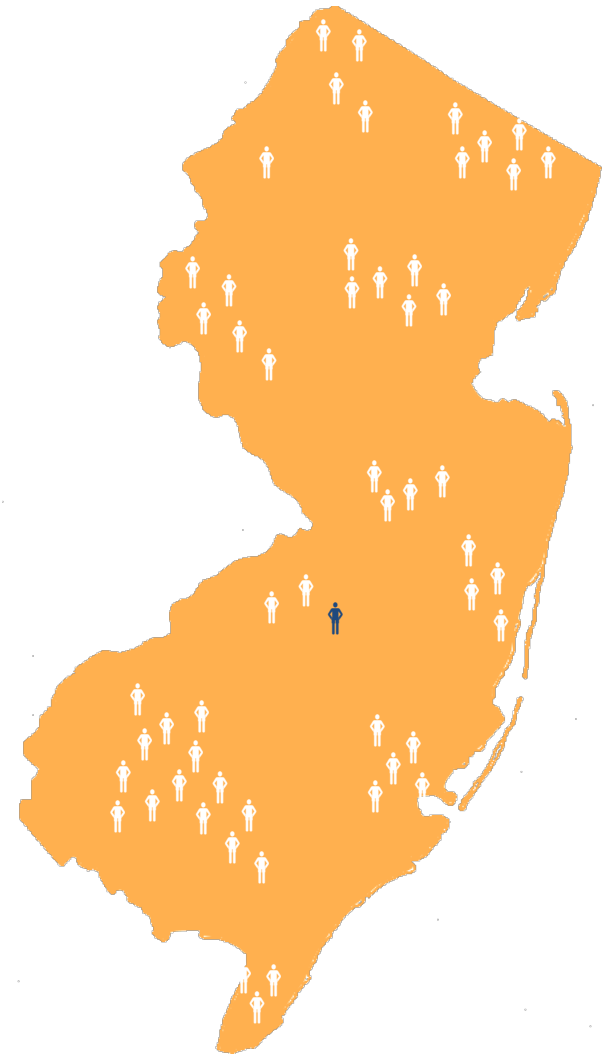
Teacher Practice ➕ Student Growth Percentile | Student Growth Objective ➖ Sum. Rating

N.J.A.C. 6A:10-2.2

Teacher Evaluation: *Calculating Student Growth Percentiles*

All students can show growth.

- Student Growth Percentiles (SGP) measure how much a student has learned from one year to the next compared to peers with similar academic history from across the state.

- Students scored on a scale from 1 – 99.

- Growth baseline established by student's prior learning as measured by all of student's NJ ASK results.

Teacher Practice **+** **Student Growth Percentile** Student Growth Objective **=** Sum. Rating

Teacher Evaluation: *Median Student Growth Percentile*

- Teachers of at least one **4th-8th grade math** and/or **English/language arts** (ELA) class (15%-20% of New Jersey teachers). *More teachers will be included with PARCC assessments.*

NJ Teachers with Median Student Growth Percentiles (mSGPs)	Yes	No
Grades 4–8 ELA and Math	X	
Grades 9–11 ELA and Math		X
Grades Pre-K–3 (All)		X
Grades 4 –12 Non- ELA, Non-Math		X
All Electives (e.g., economics, psychology, art, music, etc.)		X

- Teacher must have at least **20 SGP scores.**

- Students must be enrolled **in class 60%** of time before test.

Teacher Practice **+** **Student Growth Percentile** Student Growth Objective **=** Sum. Rating

N.J.A.C. 6A:10-4.2

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Teacher Evaluation: *Introduction to Student Growth Objectives*

All teachers will set Student Growth Objectives (SGOs):

- SGOs are annual, specific, and measureable academic goals based on growth and achievement for groups of students.

- Establishing an SGO is a collaborative process between teacher and supervisor with the principal having final decision.

- SGOs may be based on appropriate national, state, or LEA-developed assessments, including rubric-measured portfolios.

- Teachers with an SGP score will set a minimum of 1 SGO.

- Teachers without an SGP score will set 2 SGOs.

Teacher Practice **+** Student Growth Percentile **Student Growth Objective** **=** Sum. Rating

N.J.A.C. 6A:10-4.2

Teacher Evaluation: Student Growth Objectives

Sample SGOs

Subject	Assessment	For teacher to earn a rating			
		Level 4	Level 3	Level 2	Level 1
Second Grade Lang. Arts	The Text Reading and Comprehension (TRC) assessment	90% of students increase at least 1 proficiency level	80% of students increase at least 1 proficiency level	70% of students increase at least 1 proficiency level	60% of students increase at least 1 proficiency level
Eighth Grade Visual Arts	Portfolio score using a district-created rubric assessing students' ability to draw from direct observation	90% of students increase at least 1 proficiency level	80% of students increase at least 1 proficiency level	70% of students increase at least 1 proficiency level	60% of students increase at least 1 proficiency level

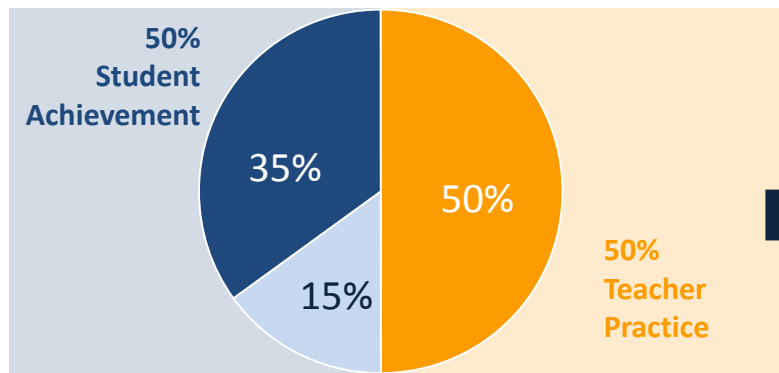Teacher Practice **+** Student Growth Percentile **Student Growth Objective** **=** Sum. Rating

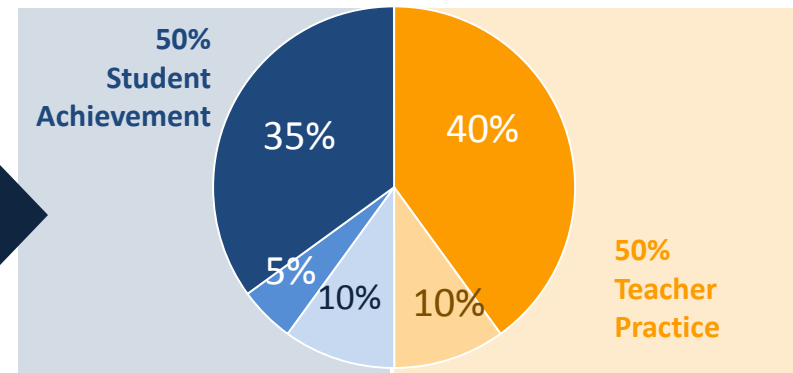# Teacher Evaluation: *Weighting of Components (Tested)*

Tested Grades and Subjects (Currently grades 4-8, math and ELA): 50% from teacher practice and 50% from student achievement measures

2013–14

50% Student Achievement

35%

15%

50%

50% Teacher Practice

- Teacher Practice
- Student Growth Objectives
- Student Growth Percentile

Future Target*

50% Student Achievement

35%

5%

10%

40%

10%

50% Teacher Practice

- Teacher Practice
- Other (Surveys, Portfolios, e.g.)
- Student Growth Objectives
- Schoolwide/Cohort Measure
- Student Growth Percentile

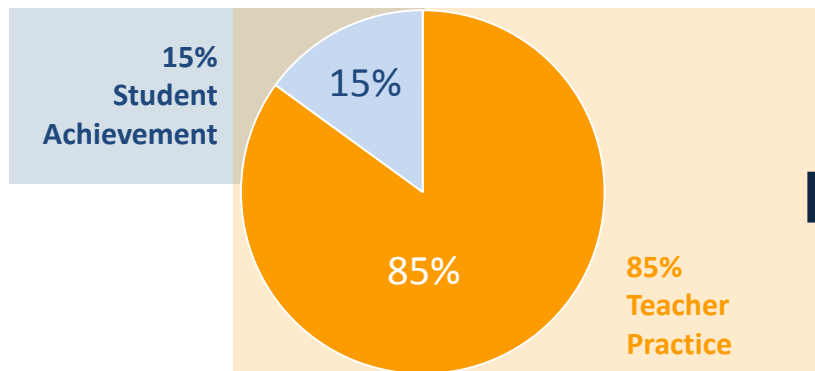*The Department will look to incorporate other measures where possible and percentages will change as system evolves.

Teacher Practice **+** Student Growth Percentile Student Growth Objective **=** Sum. Rating

N.J.A.C. 6A:10-4.1
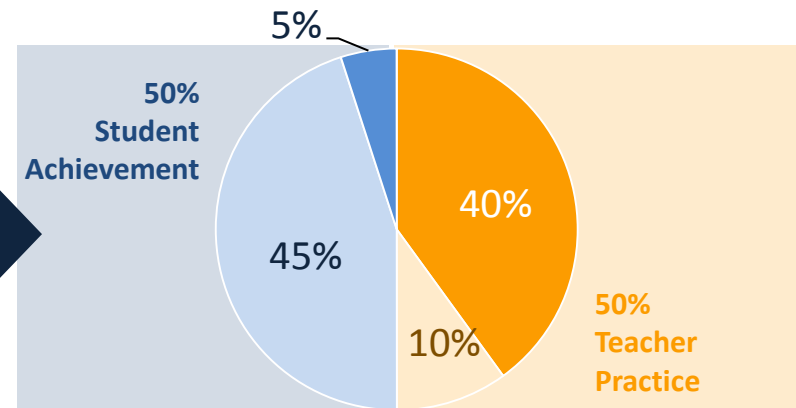
Teacher Evaluation: *Weighting of Components (NTGS)*

Teacher in Non-Tested Grades and Subjects: Weights will be phased in over time to move towards 50% teacher practice and 50% student achievement

2013–14

15% Student Achievement

15%

85%

85% Teacher Practice

- ■ Teacher Practice
- ■ Student Growth Objectives

Future Target*

5%

50% Student Achievement

40%

45%

10%

50% Teacher Practice

- ■ Teacher Practice
- ■ Other (Surveys, Portfolios, e.g.)
- ■ Student Growth Objectives
- ■ Schoolwide/Cohort Measure

*The Department will look to incorporate other measures where possible and percentages will change as system evolves.
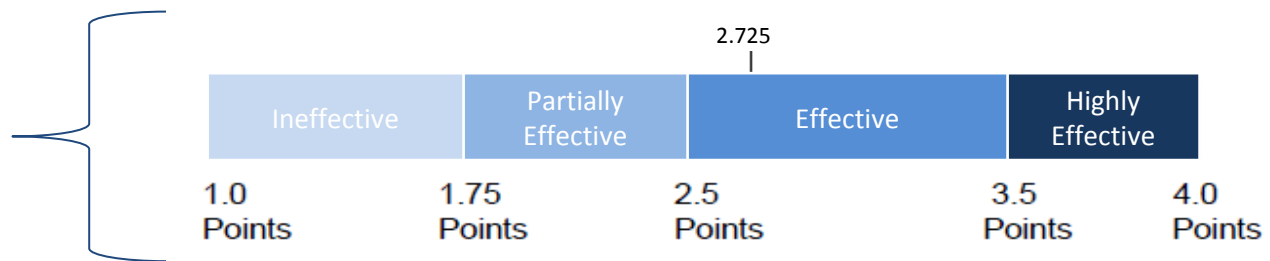
Teacher Practice + Student Growth Percentile Student Growth Objective = Sum. Rating

N.J.A.C. 6A:10-4.1

Teacher Evaluation: *Summative Ratings*

Component	Raw Score	Weight	Weighted Score
Teacher Practice Eval. Instrument	3.0	X 50%	1.5
Student Growth Percentile	2.0	X 35%	.70
Student Growth Objective	3.5	X 15%	.525
Sum of the Weighted Scores			**2.725**

This is a sample scale. The NJDOE will determine the actual scale prior to September 2013.

2.725

Ineffective	Partially Effective	Effective	Highly Effective

1.0 Points   1.75 Points   2.5 Points   3.5 Points   4.0 Points

Teacher Practice **+** Student Growth Percentile   Student Growth Objective **=** Sum. Rating

N.J.A.C. 6A:10-4.1

Teacher Evaluation: *Summative Rating Timeline*

- At summative conference, all available component scores (i.e. teacher practice, SGO results) will be discussed.
- SGP data will be available on the following timeline.

November/December

NJASK scores released.

Department calculates SGP data and sends to districts the SGP *and* summative ratings of each teacher with a SGP score.

June

Annual summary conference includes:

Available component measures.

October

Department collects all other component measures for teachers with SGP.

January

Summative rating added to personnel file.

Teacher Practice **+** Student Growth Percentile Student Growth Objective **=** Sum. Rating

N.J.A.C. 6A: 10-2.4

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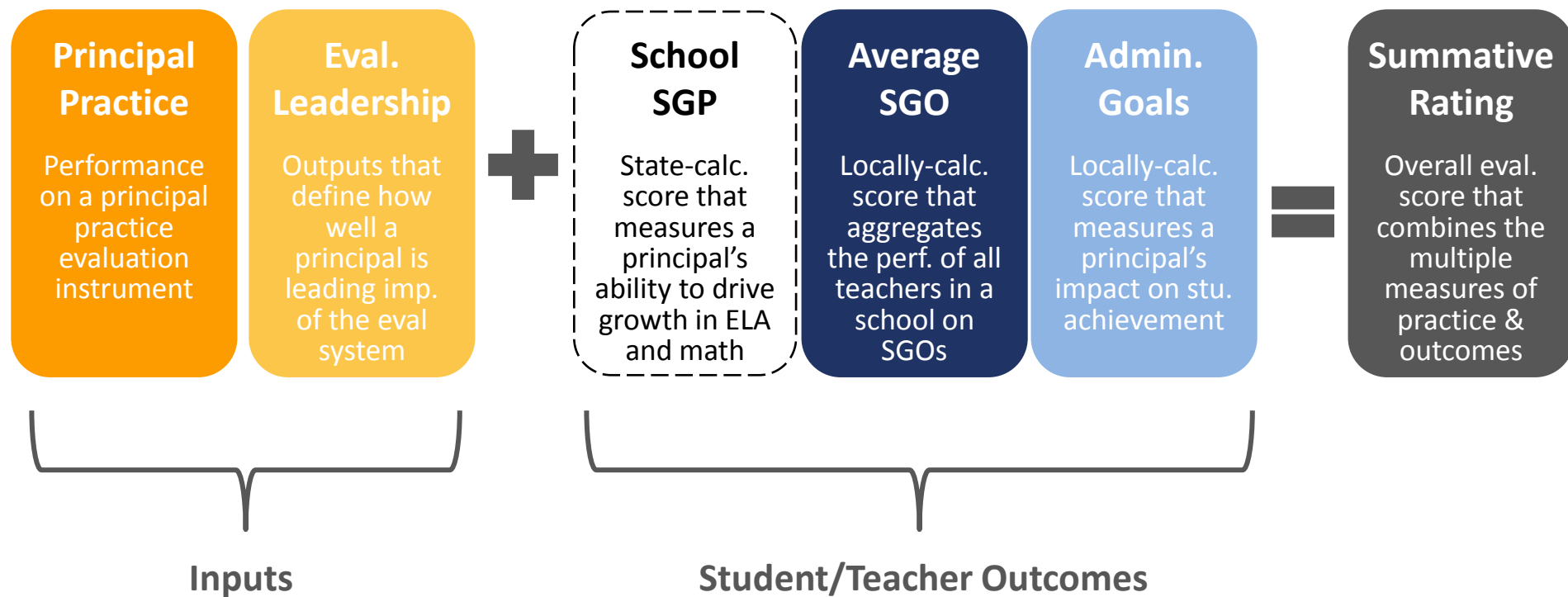
II. **Introduce new terms and concepts in Chapter 10 Share key elements of regulations:**

- Teacher Evaluation Overview

- Principal Evaluation Overview

- Other TEACHNJ Requirements

III. **Introduce amendments to Chapter 3 to align with TEACHNJ.**

Principal Evaluation: *Introduction*

- **New principal evaluation systems will include** the following components:

| Inputs			Student/Teacher Outcomes			Summative Rating
Principal Practice — Performance on a principal practice evaluation instrument	**Eval. Leadership** — Outputs that define how well a principal is leading imp. of the eval system	**+**	**School SGP** — State-calc. score that measures a principal's ability to drive growth in ELA and math	**Average SGO** — Locally-calc. score that aggregates the perf. of all teachers in a school on SGOs	**Admin. Goals** — Locally-calc. score that measures a principal's impact on stu. achievement	**=** **Summative Rating** — Overall eval. score that combines the multiple measures of practice & outcomes

N.J.A.C. 6A:10-5.1

Principal Evaluation: *Principal Practice Component*

- **2 observations for tenured principals, 3 for non-tenured.**
- Observations may be completed **using a variety of information sources.**
- Observations conducted with lens of **principal practice instrument, which is locally-adopted.**

  Options may include:
  - School walkthrough
  - Case studies
  - Observation of staff meeting, school assembly
  - Parent conference observation
  - Teacher conference observation

Principal Practice	Eval. Leadership	**+**	School SGP	SGO Average	Admin. Goals	**=**	Sum. Rating
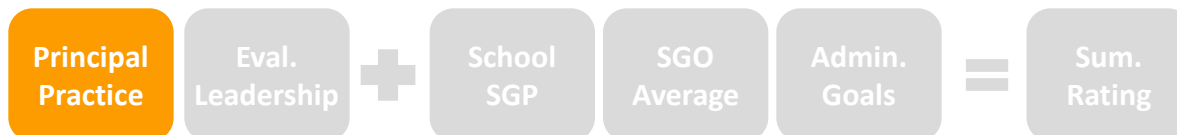
N.J.A.C. 6A:10-5.4

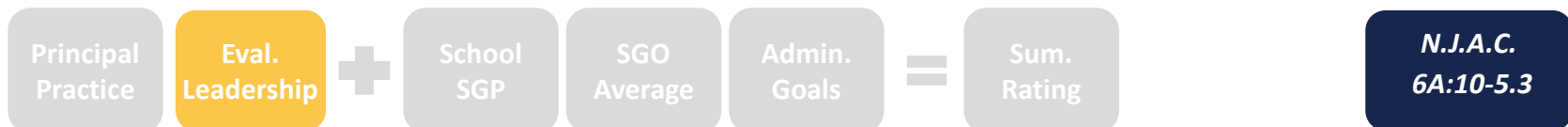# Principal Evaluation: *Evaluation Leadership Key Components*

- **Principals will be rated** using a state rubric **on their performance in leading the new evaluation system** at the school level.

Domain 1: Building knowledge and collaboration
1. Component 1a: Preparing teachers for success
2. Component 1b: Building collaboration

Domain 2: Executing the evaluation system successfully
1. Component 2a: Fulfilling requirements of the evaluation system
2. Component 2b: Providing feedback, coaching, and planning for growth
3. Component 2c: Ensuring reliable, valid observation results
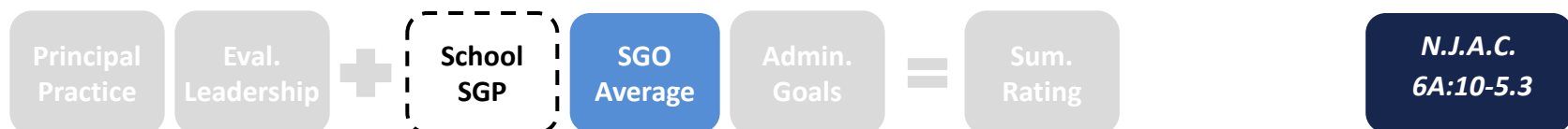4. Component 2d: Ensuring high-quality Student Growth Objectives (SGOs)

| Principal Practice | Eval. Leadership | + | School SGP | SGO Average | Admin. Goals | = | Sum. Rating | *N.J.A.C. 6A:10-5.3* |

Principal Evaluation: *SGP and SGO Components*

School SGP

- **Principals** whose students have SGPs **will receive the average school-wide SGP score.**
- **Principals will be placed in 3 categories:** Multi-Grade SGP Principal, Non-SGP Principal, Single-Grade SGP Principal. Component weighting will differ across categories.

SGO Average

- Principals will be rated on **their teachers' success in achieving student growth objectives** (SGOs) each year through an average of their teachers' scores.

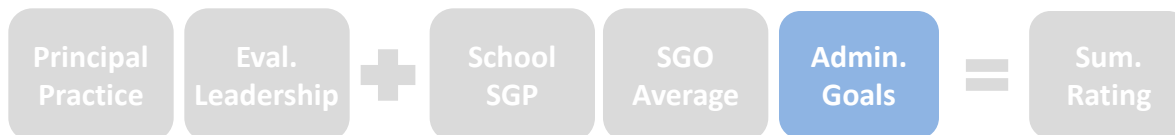| Principal Practice | Eval. Leadership | **+** | School SGP | SGO Average | Admin. Goals | **=** | Sum. Rating | *N.J.A.C. 6A:10-5.3* |

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Principal Evaluation: *Administrator Goals*

- Administrator goals are annual, specific, and measureable academic goals based on growth and achievement for groups of students set by principals and approved by their CSA/Superintendent. This parallels teachers' SGO process.

Some Possible Administrator Goal Examples:
- Advanced Placement scores
- SAT, ACT scores
- Graduation rates (in schools with under 80%)
- College acceptance rates
- NJ ASK scores
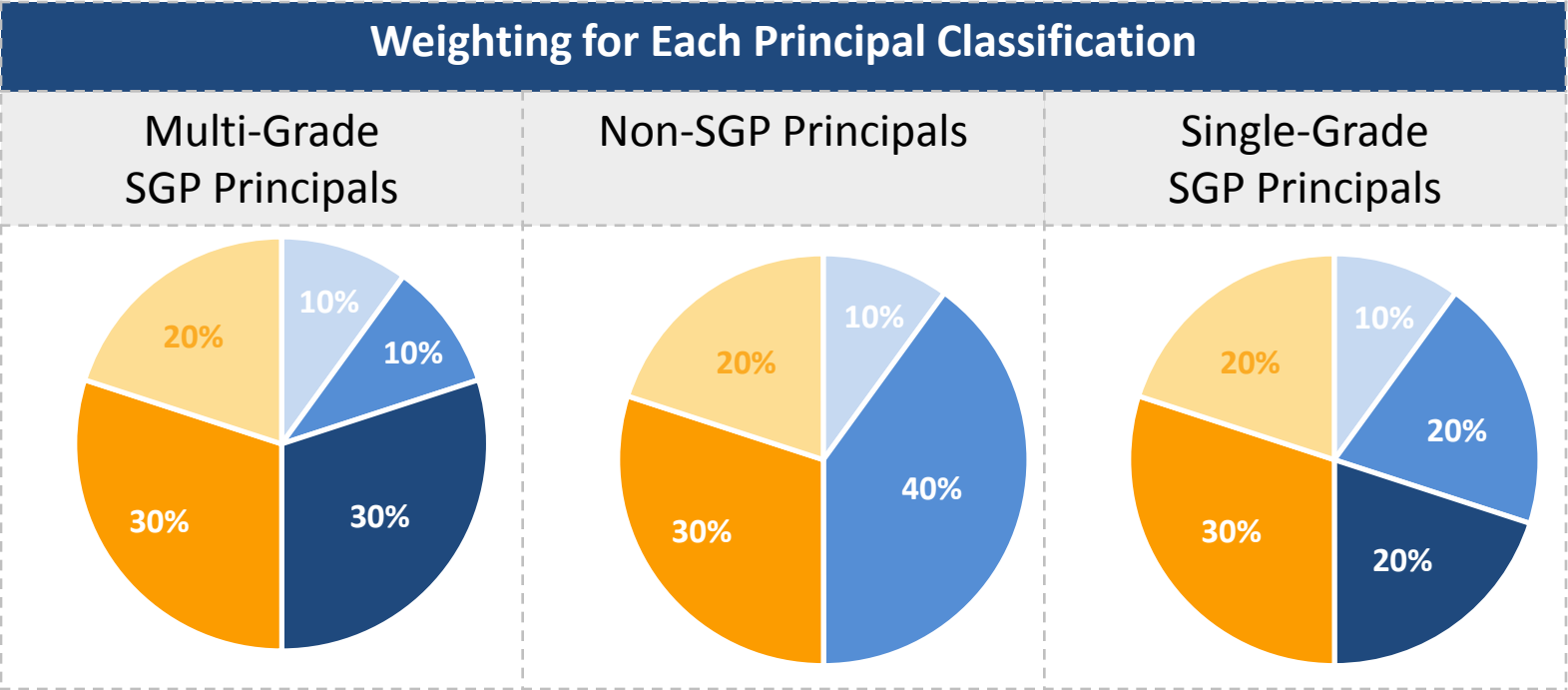- HSPA scores
- Nationally norm-referenced tests

Principal Practice	Eval. Leadership	+	School SGP	SGO Average	Admin. Goals	=	Sum. Rating

N.J.A.C. 6A: 10-5.2

Principal Evaluation: *Weighting of Components*

Components	Multi-Grade SGP Schools	Non-SGP Schools	Single Grade SGP Schools
Principal Practice Instrument	30%	30%	30%
Evaluation Leadership	20%	20%	20%
SGO Average	10%	10%	10%
School SGP	30%	0%	20%
Principal Goals	10%	40%	20%
Total Percentage	100%	100%	100%

Inputs

Student/ Teacher Outcomes

Principal Practice + Eval. Leadership + School SGP + SGO Average + Admin. Goals = Sum. Rating

N.J.A.C. 6A:10-5.1

Principal Evaluation: *Weighting of Components*

Weighting for Each Principal Classification

Multi-Grade SGP Principals	Non-SGP Principals	Single-Grade SGP Principals

Multi-Grade SGP Principals pie chart: 10%, 10%, 30%, 30%, 20%

Non-SGP Principals pie chart: 10%, 40%, 30%, 20%

Single-Grade SGP Principals pie chart: 10%, 20%, 20%, 30%, 20%

KEY

Inputs	50%	Observation Rubric	Evaluation Leadership	
Student/Teacher Outcomes	50%	SGP	Admin. Goals	SGO Avg.
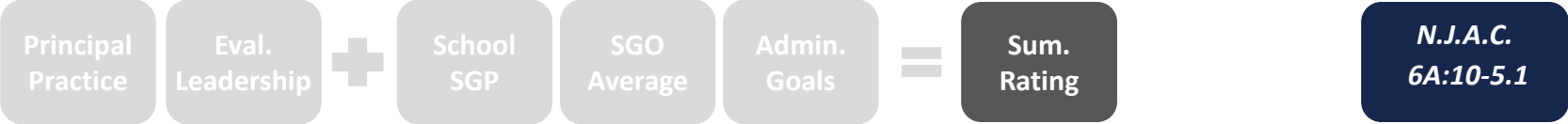
Principal Practice | Eval. Leadership | **+** | School SGP | SGO Average | Admin. Goals | **=** | Sum. Rating

N.J.A.C. 6A:10-5.1

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School Improvement Panel: *Teacher Member*

Composition and Selection

TEACHNJ	Details in Proposed Code (N.J.A.C. 6A:10-3)
Will be composed of principal, AP/VP, and teacher that is approved in collaboration with the majority representative.	**Principal chooses all members and may appoint additional members as long as all members meet criteria in TEACHNJ & the teacher(s) on panel represent at least 1/3 total membership.**
Person with a demonstrated record of success in the classroom.	**Beginning in academic year 2015-16, this means a rating of effective or highly effective in the most recent available summative rating .**
Chosen in consultation with majority representative.	**Majority representative submits list of nominees; principal is not bound by list and teacher serves full year.**

N.J.A.C. 6A:10-3.1

School Improvement Panel: *Teacher Member*

Is teacher allowed to perform observations?

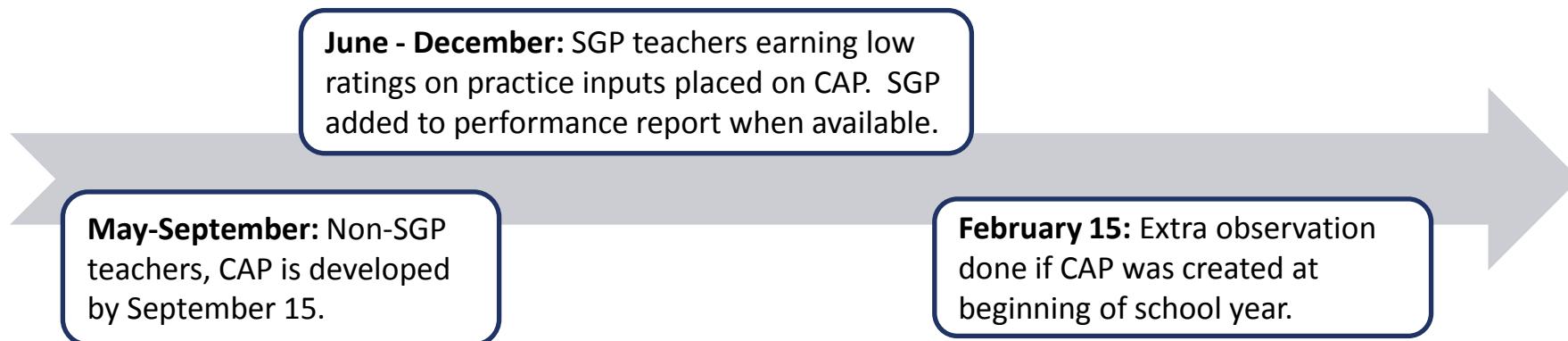| TEACHNJ		Details in Proposed Code (N.J.A.C. 6A:10-3)
Must have agreement of majority representative to evaluate other teachers.	➡	Agreement of majority representative and principal approval to conduct observations for the purpose of evaluation.
Evaluations include observations conducted by an individual possessing a school administrator or supervisory certificate.	➡	Teachers conducting observations for the purpose of evaluation must have a supervisory certificate and cannot also be a mentor.

N.J.A.C. 6A:10-3.2

Corrective Action Plan

10-2.5 Corrective Action Plan for all teaching staff

June - December: SGP teachers earning low ratings on practice inputs placed on CAP. SGP added to performance report when available.

May-September: Non-SGP teachers, CAP is developed by September 15.

February 15: Extra observation done if CAP was created at beginning of school year.

Content:

- Needs, goals, and timeline
- Responsibilities
- Replaces individual PD plan but not required PD identified by supervisor

Monitoring Progress:

- Discussed and documented
- Evidence of progress does not guarantee a better rating
- Mid-year evaluation: additional observation and conference
- Multiple observers

N.J.A.C. 6A:10-2.5

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Tenure Charges: Key Changes for TEACHNJ Alignment

N.J.A.C. 6A:3-5.1
- Reflects elimination of 90-day improvement period.
- Exception for inefficiency charge now only applies to teacher, principal, AP, and VP.

N.J.A.C. 6A:3-5.3
- Time period for filing answer to inefficiency charges is 10 days.
- Reflects new requirement for arbitrator.

N.J.A.C. 6A:3-5.5
- Signals the different timeline for inefficiency charges.
- Commissioner may no longer retain case for hearing.

N.J.A.C. 6A:3-5.6
- Reflects requirement for a withdrawal or settlement to be approved by to arbitrator not ALJ or Commissioner.